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ABSTRACT

This report summarizes the highlights of a national survey of college and university faculty that was conducted by the Higher Education Research Institute (HERI) in fall and winter of 2001-2001. This is the fifth in a series of surveys conducted on a triennial basis. Results are based on the responses of 32,840 full-time college and university faculty members at 358 two-year colleges, four-year colleges, and universities nationwide. Data are reported separately for men and women and for 12 different institutional groupings stratified for institutional control (public, private, nonsectarian, Catholic, and Protestant) and type (university, four-year college, and two-year college). An overview summarizes findings on: (1) background characteristics; (2) faculty perspectives on undergraduate education at the start of a new millennium; (3) increased use of student-centered instructional and evaluation methods; (4) continued gains in faculty support for tenure; (5) increased focus on student diversity issues; (6) shifting institutional priorities; (7) value placed on social concerns and status attainment; and (8) work satisfaction and stress. The bulk of the document consists of six tables of normative data for the survey. Four appendixes contain a discussion of the research methodology, the survey instrument, a discussion of data precision, and a description of participants in the surveys. (SLD)

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The American College Teacher:

National Norms for the 2001-2002 HERI Faculty Survey

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The American College Teacher

National Norms for the
2001-02 HERI Faculty Survey

by

Jennifer A. Lindholm
Alexander W. Astin
Linda J. Sax
William S. Korn

Higher Education Research Institute
Graduate School of Education & Information Studies
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September, 2002

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We also thank the hundreds of academic administrators, institutional researchers, and other campus personnel who helped coordinate the survey on each of the participating campuses.

Finally, we express our appreciation to the thousands of faculty who took time out of their busy lives to complete the questionnaire. This is just the first tabulation of their responses, and we are currently working on a number of more sophisticated analyses which we hope will enhance our understanding of college faculty, their institutions, and their students.

The American College Teacher

National Norms for the
2001-02 HERI Faculty Survey

The American College Teacher: National Norms for the 2001–02 HERI Faculty Survey

This report summarizes the highlights of a national survey of college and university faculty that was conducted by the Higher Education Research Institute (HERI) in the fall and winter of 2001–02. This is the fifth in a series of faculty surveys conducted on a triennial basis, the first of which was conducted in 1989–90.

The results reported here are based on the responses of 32,840 full-time college and university faculty members at 358 two-year colleges, four-year colleges, and universities nationwide. For this report, "faculty member" is defined as any full-time employee of an accredited college or university who spends at least part of his or her time teaching undergraduates.* The responses are weighted to provide a normative profile of the American faculty population for use by individuals engaged in policy analysis, campus administration, and educational research. Details of the weighting procedure, as well as other methodological issues, can be found in Appendix A.

The normative data presented here are reported separately for men and women and for 12 different institutional groupings. The stratifying factors are institutional control (public, private, nonsectarian, Catholic, and Protestant) and type (university, four-year college, and two-year college).

The Survey Instrument

The survey questionnaire was based largely on the instruments used in the four previous surveys, and was revised on the basis of suggestions from our advisory board and researchers who are actively involved in studying faculty issues. In addition to the demographic and biographic information, the revised questionnaire focuses heavily on issues such as how faculty members spend their time, how they interact with their students, their preferred methods of teaching and examining students, their perceptions of institutional climate, and their primary sources of stress and satisfaction. The 2001–02 instrument also includes new items related to vocational decision-making, including faculty's primary reasons for accepting employment at their present college or university. Finally, the instrument includes a section that allows individual institutions to ask their faculty members up to twenty-one locally-developed questions. (See Appendix B for a copy of the survey instrument.)

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*Although surveys were also received from academic administrators and other types of respondents, only those who spend at least some time teaching undergraduates are included in the results reported here.

AN OVERVIEW OF THE 2001–02 FACULTY NORMS

Complete results of the faculty survey, reported separately for all faculty, male faculty, and female faculty are provided later in this report. In this section we have abstracted highlights of these results for discussion and interpretation. For purposes of comparison, this section includes selected normative results from earlier HERI faculty surveys (see Astin, Korn, and Dey, 1991; Sax, Astin, Arredondo, and Korn, 1996; Sax, Astin, Korn, and Gilmartin, 1999). Results are presented on the following topics: background characteristics, views about undergraduate education, instructional and evaluation methods, tenure attitudes, diversity issues, institutional work life, personal goals, and affective reactions to work.

Background Characteristics

Demographic and background characteristics of the faculty are shown in Table 1. Continuing a trend reported in previous faculty surveys, the much-discussed aging of American college and university faculty is demonstrated clearly by the results: 36 percent of all faculty are 55 or older (compared with 24 percent in 1989). The percentage who are younger than 45 has declined from 41 percent in 1989 to 30 percent today, with just 8 percent who are younger than 35.

Faculty aging is also reflected in the number of years faculty have worked at their present institutions. The percentage of faculty who have been at their college or university for over 28 years has increased from 6 percent to 14 percent since 1989. Meanwhile, the percentage of "new entrants" (faculty who have been at their institution for seven years or less) has changed little since 1989 (40 percent in 2001, compared with 37 percent in 1989), suggesting that faculty hiring has continued steadily over the past dozen years. However, among new entrants, the slight increase in faculty appointed to their current position within the last two years (21 percent in 2001, compared with 18 percent in 1998) reflects the first notable increase in over a decade and may signal the beginning of a reversal in this trend as large numbers of senior faculty continue to retire.

Table 1 also shows an increase over time in the percentage of faculty who hold doctoral (Ph.D. or Ed.D.) degrees (64 percent in 2001, compared with 61 percent in 1989) and a decrease in the percentage whose highest degree is the master's. Most notably, between 1989 and 2001, the percentage of women with doctoral degrees increased at three times the rate of men.

Table 1
Background Characteristics, by Gender and Year (percentages)

Background Characteristics	All			Men			Women		
	1989	2001	**Change**	1989	2001	**Change**	1989	2001	**Change**
Age									
Less than 35	10	8	**-2**	9	7	**-2**	14	11	**-3**
35–44	31	22	**-9**	28	20	**-8**	37	26	**-11**
45–54	35	35	**0**	36	33	**-3**	32	38	**+6**
55–64	21	30	**+9**	24	34	**+10**	15	23	**+8**
65 or more	3	6	**+3**	4	7	**+3**	2	3	**+1**
Years at Current Institution									
28 or more	6	14	**+8**	8	19	**+11**	4	6	**+2**
18 to 27	29	18	**-11**	33	20	**-13**	17	14	**-3**
8 to 17	28	28	**0**	27	27	**0**	30	31	**+1**
7 or less	37	40	**+3**	33	34	**+1**	49	50	**+1**
Highest Degree Held[1]									
Bachelor's	3	2	**-1**	3	2	**-1**	5	2	**-3**
Master's	28	27	**-1**	23	20	**-3**	42	37	**-5**
Doctorate	61	64	**+3**	67	70	**+3**	44	53	**+9**

[1] Figures may not add to 100% because "other" (e.g., professional) degrees are not included.

The gender composition of American faculty has changed significantly over the past twelve years, although women continue to remain a minority. Presently, 38 percent of faculty are women, compared with 29 percent in 1989. As shown in Table 2, women faculty continue to remain underrepresented in the most prestigious institutions—public and private research universities—and overrepresented in two-year colleges.

Finally, as shown in Table 3, there has been increasing polarization over the years in faculty political views. In 2001, 34 percent of faculty identify as "middle-of-the-road" politically (down from 40 percent in 1989). In particular, over the last twelve years there has been a disproportionate movement toward "liberal" or "far left" political views among women faculty. In 2001, 54 percent of women indicate liberal or far left political orientations (up from 45 percent in 1989), while 44 percent of men identify as politically liberal or far left (up from 41 percent in 1989).

Table 2
Women as a Percentage of All Faculty, by Type of Institution

		Universities		4-Year Colleges		
Year	All	Public	Private	Public	Private	2-Year Colleges
1989	28.8	21.3	20.3	28.1	31.4	39.4
2001	37.5	29.9	29.1	37.5	39.2	47.6
1989–2001						
Net Change	+8.7	+8.6	+8.8	+9.4	+7.8	+8.2
Percent Change	+30.2	+40.3	+43.3	+33.5	+24.8	+20.8

Table 3
Political views, by Gender and Year (percentages)

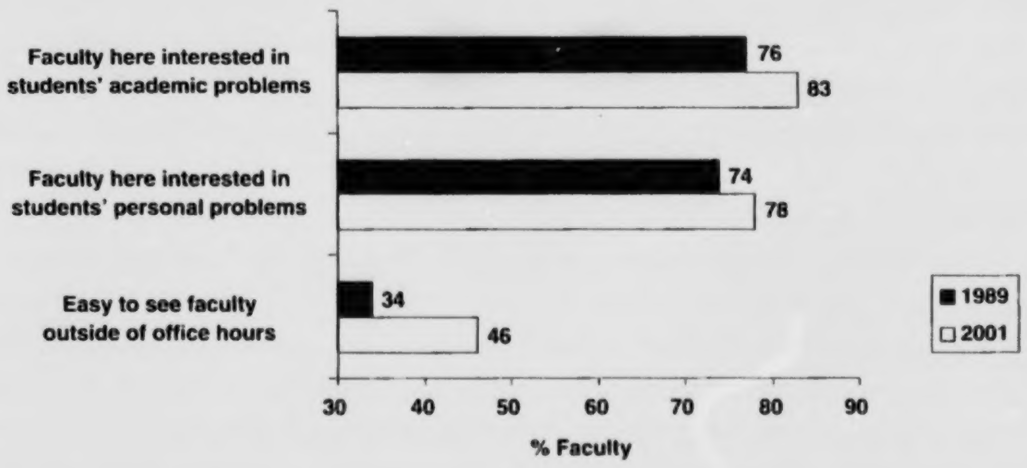
	All			Men			Women		
Political Views	1989	2001	**Change**	1989	2001	**Change**	1989	2001	**Change**
Far left	4.9	5.3	**+0.4**	4.9	5.1	**+0.2**	5.1	5.7	**+0.6**
Liberal	36.8	42.3	**+5.5**	35.6	38.9	**+3.3**	39.7	48.1	**+8.4**
Middle-of-the-road	40.2	34.3	**-5.9**	39.8	35.3	**-4.5**	40.9	32.5	**-8.4**
Conservative	17.8	17.7	**-0.1**	19.2	20.3	**+1.1**	14.2	13.5	**-0.7**
Far right	0.4	0.3	**-0.1**	0.5	0.4	**-0.1**	0.1	0.2	**+0.1**

Faculty Perspectives on Undergraduate Education at the Start of the New Millennium

Compared with faculty in 1989, today's faculty indicate greater attentiveness to students' well-being (Figure 1). For example, faculty are more likely to view their institutional colleagues as being interested in students' academic problems (83 percent, up from 76 percent) and personal problems (78 percent, up from 74 percent). Moreover, 46 percent of faculty feel that it is easy for students to see faculty outside of their office hours (up from 34 percent in 1989).

Since 1995, faculty perceptions of students' academic preparation has also improved. Nevertheless, just 32 percent of today's faculty feel that students at their institution are well-prepared academically (up from 28 percent in 1998 and a low of 24 percent in 1995).

Figure 1
Greater Attentiveness to Students' Well-being



Over the last dozen years, the greatest shift in faculty goals for undergraduate students has been in the emphasis they place on students' professional development. Preparing students for employment is viewed as a "very important" or "essential" endeavor by 70 percent of today's faculty (up from 62 percent in 1989), while preparing students for graduate education is valued by 56 percent of today's faculty (up from 51 percent in 1989). There has been little change in the degree of emphasis faculty place on preparing students for either of these post-college activities since the mid- to late-1990s. However, faculty in 2001 are comparatively more likely than faculty in the 1980s or 1990s to believe that the chief benefit of a college education is that it increases students' earning power (30 percent, versus 27 percent in 1998, and 25 percent in 1989).

Despite some notable changes over time in faculty perspectives on the professional development aspect of undergraduate education, the emphasis they place on undergraduate students' civic engagement has remained relatively constant since the mid-1990s. For example, since questions on civic engagement were first added to the survey in 1995, there has been little measurable change in the *personal* value faculty place on instilling within students a commitment to community service. Today, 37 percent of faculty view this as a "very important" or "essential" goal for undergraduates, relative to 35 percent in 1995. Similarly, 61 percent of faculty continue to place high priority on preparing students for responsible citizenship.

Faculty Increase Use of Student-Centered Instructional and Evaluation Methods

Faculty preferences for selected instructional and evaluation methods are shown in Table 4. In 2001, class discussions remain the most prevalent instructional technique, used by 72 percent of faculty in "all" or "most" of their courses. However, compared with their counterparts in previous years, faculty today use a wider variety of teaching methods.

The greatest change is in the use of computer and machine-aided instruction (30 percent, up from 19 percent in 1995). Since 1998, when questions specifically related to web-based instruction were first asked, there has been a notable increase in the number of faculty who place and collect assignments on the internet (50 percent, up from 36 percent), and those who have taught a course exclusively on the internet (9 percent, up from 2 percent).

Compared with 1995 faculty, today's faculty are also more likely to use collaborative instructional methods such as cooperative learning (41 percent, up from 35 percent) and group projects (27 percent, up from 23 percent). Faculty are also incorporating more writing activities across the undergraduate curriculum, evidenced by their increased use of essay exams (42 percent, up from 40 percent), short-answer exams (37 percent, up from 33 percent), term/research papers (37 percent, up from 33 percent), and weekly essay assignments (19 percent, up from 16 percent) to

Table 4
Selected Instructional and Evaluation Methods Used by Higher Education Faculty, by Year
(Percentages, ranked by total change)

Methods Used in "All" or "Most" Courses	1995	1998	2001	Change 95–01
Computer/machine aided instruction	19	22	30	**+11**
Cooperative learning	35	37	41	**+6**
Student presentations	31	33	36	**+5**
Group projects	23	23	27	**+4**
Class discussions	68	68	72	**+4**
Term/research papers	33	35	37	**+4**
Short answer exams	33	34	37	**+4**
Experiential learning/field studies	19	19	22	**+3**
Multiple drafts of written work	16	17	19	**+3**
Weekly essay assignments	16	18	19	**+3**
Student-selected topics	8	9	10	**+2**
Independent projects	33	33	35	**+2**
Essay exams	40	41	42	**+2**
Student-developed activities	13	13	14	**+1**
Extensive lecturing	49	47	47	**-2**

evaluate student learning. Student presentations are an increasingly popular form of evaluation as well, used in "all" or "most" classes by 36 percent of faculty (up from 31 percent). Although both men and women faculty have broadened their teaching and evaluation methods over time, men remain more likely to use extensive lecturing, and women continue to be more likely to use "student-centered" instructional and evaluation methods (Figure 2).

While faculty are using a greater variety of instructional and evaluation methods, the amount of time they spend both preparing to teach and engaging in scheduled teaching has remained relatively unchanged. Faculty in 2001 spend, on average, 11 hours per week on scheduled teaching and 13 hours per week preparing to teach.

Today, 86 percent of faculty feel their teaching is valued by other faculty in their departments. Moreover, 42 percent have received an award for outstanding teaching (up from 40 percent in 1998 and 31 percent in 1989). The number of faculty who feel that their institution *rewards* good teaching has also increased (from 10 percent in 1989 to 15 percent in 2001).

Continued Gains in Faculty Support for Tenure

In response to the on-going debate regarding the viability of the tenure system in today's changing higher education landscape, faculty support for tenure continues to rise. Table 5 shows

Figure 2

Selected Instructional and Evaluation Methods Used by Higher Education Faculty, 2001, by Gender

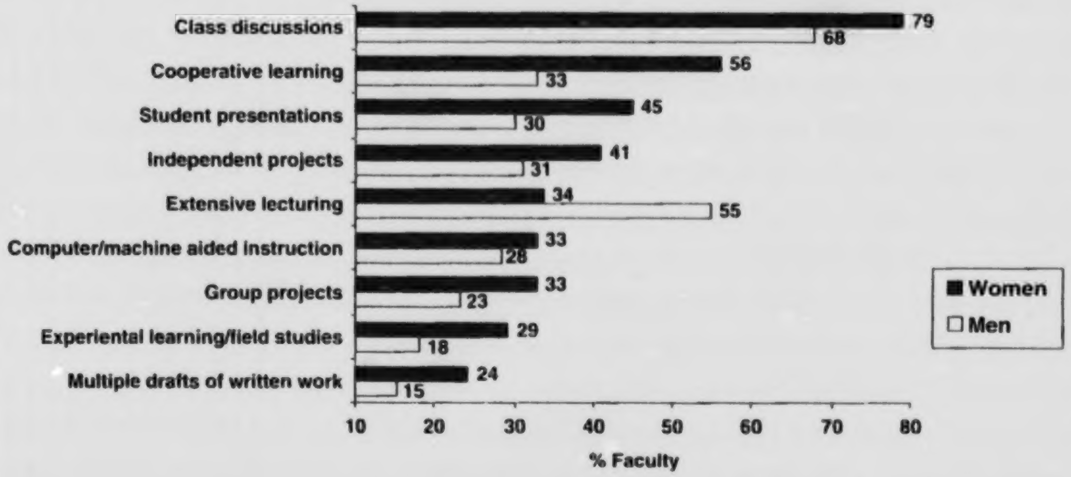


Table 5
Tenure Attitudes Among Faculty, by Rank and Year

	Percent agreeing* that "tenure is an outmoded concept"				Percent agreeing* that "tenure is essential to attract the best minds to academe"			
	1995	1998	2001	Change 95–01	1995	1998	2001	Change 95–01
All Faculty	38	33	31	**-7**	54	61	64	**+10**
Tenured Faculty								
Full Professors	27	22	21	**-6**	68	76	77	**+9**
Associate Professors	29	23	23	**-6**	63	71	73	**+10**
Assistant Professors	36	28	29	**-7**	51	61	61	**+10**
Untenured Faculty								
Full Professors	62	55	49	**-13**	35	41	47	**+12**
Associate Professors	57	49	47	**-10**	37	43	48	**+11**
Assistant Professors	47	38	39	**-8**	47	56	55	**+8**

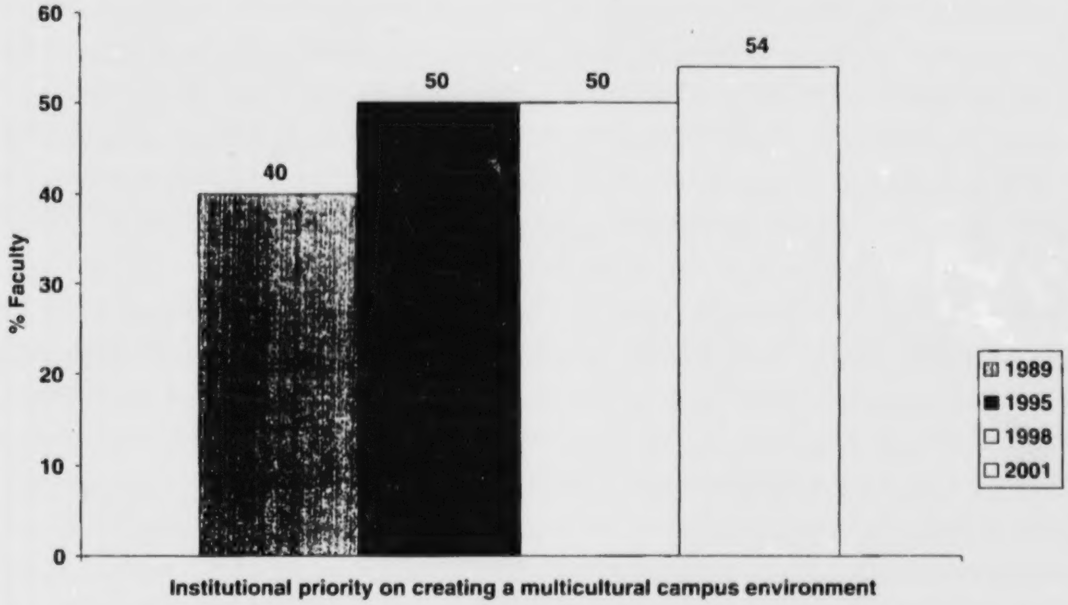
*"Strongly" or "Somewhat"

how tenure attitudes have changed among tenured and untenured faculty since 1995. Continuing a trend highlighted in the 1998 edition of *The American College Teacher* (see Sax, Astin, Korn, and Gilmartin, 1999), tenured and untenured faculty of all professorial ranks increasingly *dis*agree with the statement, "Tenure is an outmoded concept," and increasingly agree that "Tenure is essential to attract the best minds to academe." The most ardent supporters of tenure continue to be those faculty who have already earned it, especially those at the higher ranks. Moreover, the greatest opposition to tenure today continues to come from untenured full professors (i.e., those with perhaps the least chance of gaining tenure). However, between 1998 and 2001, untenured full professors also show the largest increase in their support for tenure.

Increased Focus on Diversity Issues

Faculty are more likely than ever before to believe that American colleges and universities are committed to promoting multiculturalism. Between 1989 and 2001, the percentage of faculty who believe that their institution places a priority on creating a multicultural campus environment has increased from 40 to 54 percent (Figure 3). Over the same time period, the percentage of faculty who feel there is "a lot" of racial conflict at their institutions has declined from 12 to 8 percent.

Figure 3
Faculty Perception of Increasing Emphasis on Multiculturalism



A growing number of faculty also believe that their institution is highly committed to recruiting more minority students (51 percent, up from 47 percent in 1998).

Today, 91 percent of faculty agree that a diverse student body enhances students' educational experience, while 60 percent endorse enhancing students' knowledge of other racial and ethnic groups as a "very important" or "essential" goal for undergraduates. Since 1995, there has also been a slight decline (from 31 percent to 28 percent) in the number of faculty who believe that diversity yields underprepared students. Despite these changes, however, the faculty's *personal* commitment to promoting racial understanding has remained largely unchanged over the last twelve years, with approximately 60 percent of faculty consistently ascribing "very important" or "essential" significance to this pursuit. Moreover, as illustrated in Figure 4, distinct gender differences remain with respect to faculty beliefs about, and commitment to, diversity issues. Among today's faculty, women are substantially more likely than men are to indicate that promoting racial understanding is a "very important" or "essential" personal goal (68 percent versus 54 percent). Women are also more likely than men to agree that a diverse student body enhances students'

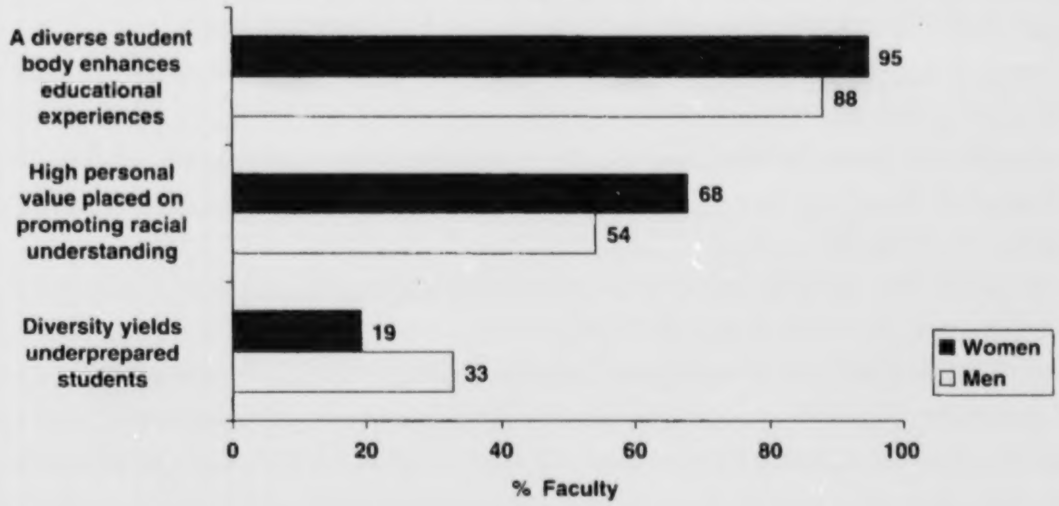


Figure 4
Gender Differences in Faculty Diversity Perceptions, 2001

educational experience (95 percent versus 88 percent) and much less likely than men are to believe that diversity yields underprepared students (19 percent versus 33 percent).

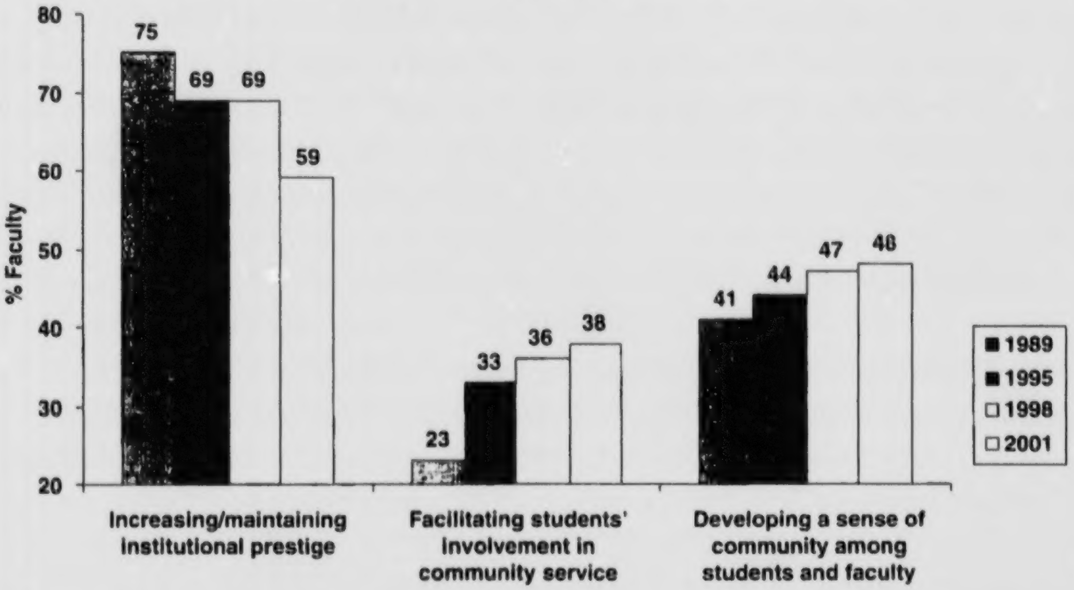
Within their own institutions, the majority of faculty today also feel that women and minority faculty are treated fairly. Faculty of color are perceived to receive fair treatment by 88 percent of faculty; 85 percent feel that women faculty are treated fairly; and 75 percent believe that gay and lesbian faculty are treated fairly. Women are comparatively less likely than men, however, to perceive any of these historically marginalized groups within the professoriate as receiving fair treatment.

Increased awareness with respect to diversity issues is also evident in the percentage of faculty today who report that many courses on their campus include feminist perspectives (36 percent, up from 29 percent in 1989). Between 1989 and 2001, there has also been an increase in faculty involvement with research and writing on women (25 percent, up from 19 percent) or race/ethnicity (24 percent, up from 18 percent). Compared with faculty in 1989, today's faculty are also slightly more likely to have recently taught an ethnic studies course (10 percent, up from 6 percent) or a women's studies course (7 percent, up from 5 percent). Since the question was first asked in 1995, the faculty's inclusion of readings on race/ethnicity (19 percent, up from 16 percent in 1995) and women/gender (17 percent, up from 15 percent in 1995) has also increased slightly. However, despite increasing institutional attention to multicultural issues, the faculty's racial/ethnic composition remains largely unchanged, suggesting that institutions are generally making little headway in diversifying their faculty.

Shifting Institutional Priorities

Perhaps in response to intensifying calls for higher education to adapt to changing societal needs and expectations, we see a shift over the last dozen years in the faculty's perceptions of institutional priorities. Beyond the rising institutional emphasis on creating a multicultural campus environment reported earlier, the most pronounced changes are a declining emphasis on prestige and a growing emphasis on facilitating students' involvement in community service (Figure 5). Increasing or maintaining institutional prestige is viewed as an institutional priority by 59 percent of faculty in 2001 (sharply down from 75 percent in 1989). Today, 38 percent of faculty perceive a strong institutional emphasis on community service involvement (up from 23 percent in 1989). Since 1989, faculty have also reported increasing emphasis within their institutions on

Figure 5
Changing Perceptions of Institutional Priorities
(% indicating "high" or "highest" institutional priority)



developing a sense of community among students and faculty; in 2001, 48 percent of faculty view community building among students and faculty as a high institutional priority (up from 41 percent in 1989).

Many faculty today also report that during the past two years they have been at least minimally involved in institutional efforts to reform: the curriculum (85 percent); general education (70 percent); overall institutional mission or purpose (63 percent); faculty roles and rewards (62 percent); and governance (56 percent). Increased faculty investment in institutional issues is reflected further in the number of faculty today (85 percent) who indicate that their colleagues are committed to the welfare of the institution (up from 76 percent in 1989). Faculty are also increasingly likely to regard "being a good colleague" as an important personal objective (90 percent today, up from 80 percent in 1989) and increasingly less likely to be engaged in professional pursuits outside their institutions. For example, in 2001, 38 percent of faculty had served as a paid consultant in the last two years (down from 46 percent in 1989).

Faculty Place Less Personal Value on Social Concerns and Status Attainment

Compared with their counterparts in 1989, today's faculty place less personal priority on: becoming involved in programs to clean up the environment (32 percent, down from 44 percent); influencing social values (38 percent, down from 47 percent); influencing the political structure (15 percent, down from 20 percent); and helping others in difficulty (64 percent, down from 67 percent) (Table 6). They are also less inclined to value developing a meaningful philosophy of life (76 percent, down from 81 percent).

Faculty also continue to be increasingly less status oriented. Compared with faculty in 1989, today's faculty place less value on obtaining recognition from their colleagues (44 percent, down from 53 percent) and becoming an authority in their field (53 percent, down from 66 percent). While men and women faculty in 1989 were equally status oriented, women have shown comparatively greater declines over time with respect to the value placed on these external indicators of career achievement.

As shown in Table 6, personal commitment to being very well-off financially and raising a family remains largely unchanged. However, gender differences over time are evident. Compared with their same-sex faculty peers in 1989, women today place increasing value on raising a family

Table 6

Personal Goals of Higher Education Faculty, by Gender and Year

(Percentages, ranked by total change)

"Very Important" or "Essential" Goals	All			Men			Women		
	1989	2001	**Change**	1989	2001	**Change**	1989	2001	**Change**
Raise a family	72	73	**+1**	77	77	**0**	61	66	**+5**
Be very well-off financially	36	37	**+1**	36	40	**+4**	34	33	**-1**
Help others in difficulty	67	64	**-3**	64	60	**-4**	74	71	**-3**
Develop a meaningful philosophy of life	81	76	**-5**	79	74	**-5**	85	80	**-5**
Influence political structure	20	15	**-5**	19	14	**-5**	24	17	**-7**
Obtain recognition from colleagues	53	44	**-9**	53	45	**-8**	53	43	**-10**
Influence social values	47	38	**-9**	43	33	**-10**	57	46	**-11**
Clean up environment	44	32	**-12**	42	30	**-12**	47	34	**-13**
Become an authority in own field	66	53	**-13**	66	55	**-11**	66	50	**-16**

(66 percent, up from 61 percent) while men place increasing emphasis on being very well-off financially (40 percent, up from 36 percent).

Work Satisfaction and Stress

Compared with faculty in the 1980s and 1990s, today's faculty have somewhat more favorable attitudes toward their work. Currently, 77 percent are satisfied with their jobs (up from 75 percent in 1998 and 69 percent in 1989). Affective response to relationships with administrators and the quality of students has also improved. Currently, 60 percent are satisfied with their relationships with campus administrators (up from 52 percent in 1989); 44 percent are satisfied with the quality of students at their institution (up from 38 percent in 1989). Faculty today are also somewhat more satisfied with their opportunities for scholarly pursuits (61 percent, up from 45 percent in 1989).

Satisfaction with the competency of one's colleagues, however, has remained relatively constant since 1995 (with approximately 75 percent of faculty indicating that they are satisfied).

Despite expressing greater overall professional satisfaction, faculty today report greater work-related stress. In particular, today's faculty are more likely to experience "moderate" or "extreme" stress due to committee work (62 percent, up from 59 percent in 1998 and 56 percent in 1995) and faculty meetings (54 percent, up from 51 percent in 1998 and 50 percent in 1989). These increases may be attributable to the increasing internal and external pressures on higher education as a system coupled with intensified faculty involvement in institutional reform efforts reported earlier in this report.

Summary

This report is based on survey data collected in 2001–02 from a national sample of 32,840 faculty members at 358 colleges, universities, and community colleges. Data have been weighted to approximate the results that would have been obtained if all college faculty in all accredited institutions across the country had responded. Following are some of the survey highlights:

- There has been increasing polarization over the years in the political views of faculty. Women, in particular, show a disproportionate movement toward "liberal" or "far left" ideologies.

- Compared to faculty in the late 1980s, today's faculty are comparatively more attentive to students' academic and personal problems. However, while there have been notable increases over time in the value faculty place on the professional development of undergraduate students, the emphasis they place on students' personal development and civic engagement has remained relatively unchanged since the mid-1990s.

- Faculty use of computer and machine-aided instruction continues to rise, with half of all faculty using the internet to place or collect assignments. Today's faculty are also more likely to use "student-centered" instructional methods and to incorporate more writing activities across the undergraduate curriculum.

- In recent years, faculty of all ranks have become increasingly supportive of tenure regardless of their tenure status. Not surprisingly, the strongest advocates for the tenure system continue to be the most highly-ranked tenured faculty.

- More faculty than in any previous survey report that their institution is committed to promoting multiculturalism. However, distinct gender differences remain with respect to faculty beliefs about, and commitment to, diversity issues, with women being more committed than men.
- Nearly half of faculty today view building a sense of community among students and faculty as a high institutional priority. Perceptions of institutional focus on facilitating students' involvement in community service are also increasing, while the emphasis placed on increasing or maintaining institutional prestige is decreasing.
- Relative to their colleagues in the 1980s and 1990s, today's faculty are slightly less inclined to place high personal value on social concerns. They are also less focused on status attainment.
- Overall, faculty today have very positive attitudes toward their work. However, perhaps as a reflection of their greater involvement in institutional issues during challenging times for higher education, they also report higher levels of work-related stress.

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National Normative Data for the 2001-02 HERI Faculty Survey

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Number of Respondents	32,840	29,966	2,874	6,126	3,926	8,598	11,316	5,055	2,044	4,217	2,796	78
Gender												
Male	62.5	65.6	52.4	70.1	70.9	62.5	60.9	62.3	54.1	62.9	52.1	57.1
Female	37.5	34.4	47.6	29.9	29.1	37.5	39.1	37.7	45.9	37.1	47.9	42.9
Age as of December 31, 2001												
Less than 30	1.6	1.6	1.6	1.6	1.0	1.5	2.0	1.8	1.6	2.5	1.6	0.5
30 to 34	6.6	6.8	5.8	6.0	6.4	7.0	7.7	7.9	6.4	8.3	5.7	7.2
35 to 39	9.9	10.4	8.1	10.4	11.2	10.1	10.5	10.2	9.4	11.6	8.2	6.3
40 to 44	12.2	12.3	11.9	11.4	12.7	12.5	12.9	12.9	11.3	13.9	11.8	13.5
45 to 49	15.8	15.5	16.7	16.0	12.9	15.8	15.9	16.5	13.6	16.5	16.4	22.3
50 to 54	18.7	17.8	21.8	17.7	16.6	18.3	18.0	17.2	20.6	17.4	22.0	17.6
55 to 59	18.1	17.4	20.7	16.6	18.0	18.5	16.7	17.1	17.5	15.6	20.7	19.8
60 to 64	11.4	12.0	9.4	13.4	12.4	11.4	10.8	10.8	11.3	10.4	9.4	9.3
65 to 69	3.9	4.2	2.8	4.7	5.9	3.5	3.5	3.5	5.0	2.6	2.9	0.9
70 or more	1.9	2.0	1.4	2.2	2.9	1.4	2.0	2.0	3.3	1.1	1.3	2.6
What is your present academic rank?												
Professor	34.5	36.0	29.5	40.5	41.8	33.8	29.8	31.9	24.0	30.4	29.4	31.1
Associate Professor	26.5	27.9	21.6	28.4	27.0	26.9	29.0	27.8	33.8	27.8	21.0	32.5
Assistant Professor	25.4	26.2	22.6	22.2	23.2	27.9	30.8	28.3	34.5	32.1	22.2	30.6
Lecturer	3.1	3.8	1.1	3.9	5.3	4.2	2.1	2.7	1.9	1.4	1.1	0.0
Instructor	9.3	5.0	23.5	3.6	1.6	6.4	7.0	7.7	5.1	7.2	24.6	2.9
Other	1.3	1.2	1.7	1.3	1.1	0.9	1.3	1.6	0.7	1.3	1.6	2.8
What is your administrative title?												
Not applicable	75.8	76.1	75.0	78.5	77.1	78.0	69.8	71.6	69.2	67.7	75.7	63.8
Director, coordinator, or administrator of an institute, center, lab or specially-funded program	10.3	10.7	9.1	10.9	11.7	10.5	10.1	9.9	10.4	10.1	8.8	14.6
Department Chair	8.7	8.0	11.1	4.2	5.7	7.1	15.5	13.5	17.0	17.6	11.0	14.2
Dean	0.2	0.2	0.2	0.1	0.1	0.2	0.4	0.3	0.3	0.7	0.1	1.6
Associate or Assistant Dean	0.5	0.6	0.1	0.8	0.7	0.4	0.6	0.6	0.1	0.9	0.2	0.0
Vice-President, Provost, Vice-Chancellor	0.1	0.1	0.2	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1	2.8
President, Chancellor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	4.3	4.4	4.2	5.4	4.7	3.8	3.5	4.0	2.9	3.0	4.2	3.1
What is your principal activity in your current position at this institution?												
Administration	3.4	3.6	2.8	4.3	3.3	3.5	2.9	2.9	2.4	3.1	2.6	7.1
Teaching	90.4	88.6	96.2	79.0	82.7	94.4	96.4	96.2	97.1	96.2	96.4	92.9
Research	5.4	7.1	0.0	15.6	13.2	1.4	0.2	0.4	0.2	0.1	0.0	0.0
Services to clients and patients	0.4	0.4	0.6	0.7	0.3	0.3	0.2	0.2	0.1	0.2	0.6	0.0
Other	0.4	0.4	0.4	0.4	0.4	0.3	0.4	0.4	0.3	0.4	0.4	0.0
Racial/Ethnic group [1]												
White/Caucasian	90.4	90.0	91.7	89.5	91.2	88.3	92.1	91.2	93.6	92.5	91.8	91.0
African American/Black	2.4	2.5	1.8	2.3	2.4	2.7	2.7	2.8	1.6	3.3	1.8	2.1
American Indian	1.5	1.3	2.2	1.2	0.9	1.7	1.3	1.4	0.8	1.4	1.8	9.6
Asian American/Asian	3.8	4.2	2.7	4.7	3.7	5.0	2.7	3.1	2.5	2.3	2.8	0.6
Mexican American/Chicano	0.9	0.9	1.1	1.0	0.9	1.1	0.5	0.7	0.4	0.3	1.2	0.3
Puerto Rican American	0.4	0.4	0.5	0.3	0.3	0.5	0.5	0.5	0.5	0.3	0.5	0.0
Other Latino	1.5	1.6	1.2	1.7	2.3	1.5	1.4	1.5	1.5	1.1	1.2	1.2
Other	2.3	2.4	2.1	2.1	2.4	2.9	2.1	2.6	1.5	1.8	2.1	3.2

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Highest degree earned												
Bachelor's (B.A., B.S., etc.)	2.3	0.8	7.3	0.7	0.9	0.9	0.9	1.0	0.8	0.7	7.5	4.3
Master's (M.A., M.S., etc.)	26.6	16.4	61.2	12.9	9.0	18.3	22.5	21.9	22.4	23.4	60.9	66.1
LL.B., J.D.	0.7	0.6	0.9	0.5	0.7	0.7	0.6	0.6	0.9	0.4	0.8	3.3
M.D., D.D.S. (or equivalent)	0.6	0.6	0.4	1.3	0.3	0.4	0.2	0.1	0.2	0.3	0.4	0.0
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.7	0.6	0.8	0.6	0.8	0.4	0.9	0.8	0.5	1.1	0.7	1.8
Ed.D.	3.8	4.0	3.1	2.3	2.1	6.1	4.7	4.5	5.4	4.6	3.2	1.1
Ph.D.	60.5	72.9	18.1	78.3	82.3	69.2	65.9	66.7	65.2	65.3	18.0	19.8
Other degree	3.8	3.4	5.2	2.7	3.5	3.7	3.8	3.7	4.0	3.7	5.4	1.2
None	1.1	0.6	3.0	0.7	0.5	0.5	0.6	0.7	0.6	0.4	3.1	2.4
Field of highest degree [2]												
Agriculture or Forestry	1.1	1.2	0.7	2.9	0.5	0.7	0.2	0.2	0.0	0.4	0.7	0.6
Biological Sciences	6.6	6.5	7.0	7.9	6.2	5.5	6.2	6.2	5.7	6.4	7.2	3.1
Business	6.0	5.8	6.7	4.6	5.3	7.1	6.1	5.9	7.2	5.6	6.4	12.4
Education	13.6	11.9	19.2	8.4	5.7	15.9	14.5	13.6	13.5	16.5	19.2	17.5
Engineering	4.2	4.5	3.3	7.7	6.0	3.5	0.9	1.0	0.3	1.2	3.5	0.0
English	6.8	6.2	8.8	5.2	6.0	6.2	7.6	7.9	7.7	7.3	8.8	8.0
Health related	5.1	4.4	7.7	5.4	2.7	4.5	3.6	2.2	7.4	3.3	7.5	11.5
History or Political Science	6.4	7.3	3.4	6.4	10.0	6.7	7.8	8.8	6.9	7.0	3.2	5.6
Humanities	8.9	10.3	4.1	9.6	16.8	6.7	12.7	12.1	14.4	12.6	3.9	7.5
Fine Arts	8.7	9.3	6.6	10.0	8.9	8.6	9.7	10.0	6.8	10.8	6.5	8.8
Mathematics or Statistics	5.6	5.1	7.2	5.1	5.2	5.3	4.9	4.8	4.9	5.1	7.4	4.3
Physical Sciences	7.1	7.4	6.0	7.8	7.3	7.7	6.7	7.1	5.2	7.1	6.0	6.6
Social Sciences	12.4	13.6	8.1	12.9	15.0	14.1	13.2	13.9	14.1	11.6	8.4	2.5
Other Technical	2.4	1.6	4.9	1.3	1.0	2.0	1.8	2.2	1.5	1.5	4.8	7.2
Other Non-technical	5.0	4.6	6.3	4.6	3.6	5.4	4.1	4.2	4.4	3.7	6.4	4.3
Year highest degree earned												
Before 1964	2.7	2.8	2.2	4.0	4.7	1.6	1.9	2.1	2.4	1.2	2.1	4.4
1964 to 1968	6.2	6.3	5.7	8.5	8.6	4.9	4.1	4.7	4.0	3.5	6.0	0.0
1969 to 1973	12.3	12.3	12.2	13.6	14.3	11.8	10.4	11.8	9.9	8.8	12.2	12.2
1974 to 1978	12.5	12.3	13.5	13.2	13.9	11.5	11.1	10.6	12.9	10.7	13.6	11.0
1979 to 1983	12.5	12.2	13.8	12.0	12.4	11.8	12.6	13.2	13.2	11.4	13.9	11.8
1984 to 1988	13.0	13.0	13.0	12.9	11.3	13.3	13.6	13.3	13.4	14.2	12.9	15.7
1989 to 1993	15.6	15.3	16.3	13.1	14.3	16.7	17.0	16.5	17.1	17.4	16.3	17.4
1994 to 1998	16.6	17.1	15.2	15.0	13.7	18.8	19.2	18.4	16.3	22.2	14.8	22.4
1999 to 2001	8.6	8.7	8.0	7.6	6.8	9.5	10.1	9.4	10.9	10.6	8.2	5.1
Degree currently working on												
Bachelor's (B.A., B.S., etc.)	1.2	0.3	4.7	0.2	0.1	0.5	0.1	0.2	0.1	0.0	4.8	1.7
Master's (M.A., M.S., etc.)	3.6	1.4	11.8	1.3	1.1	1.7	1.2	1.4	1.1	0.9	12.3	1.7
LL.B., J.D.	0.1	0.1	0.1	0.1	0.0	0.2	0.1	0.3	0.1	0.0	0.1	0.0
M.D., D.D.S. (or equivalent)	2.5	2.7	1.7	2.7	3.4	2.4	2.7	3.1	2.7	2.2	1.8	0.0
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.3	0.2	0.4	0.3	0.2	0.2	0.3	0.2	0.1	0.3	0.2	2.7
Ed.D.	2.6	2.0	4.7	0.9	0.9	2.6	3.3	3.9	1.8	3.3	4.6	6.9
Ph.D.	10.6	9.2	15.6	5.8	3.7	10.9	13.7	13.1	12.0	15.6	15.4	18.6
Other degree	1.7	1.3	3.3	1.0	0.6	1.4	1.7	1.2	2.0	2.2	3.2	5.2
None	77.4	82.9	57.7	87.8	89.9	80.1	76.9	76.7	80.0	75.4	57.5	63.2

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Department of your current faculty appointment [3]												
Agriculture or Forestry	1.3	1.5	0.5	3.7	0.6	0.7	0.1	0.2	0.0	0.2	0.6	0.0
Biological Sciences	6.2	5.9	7.1	6.5	5.9	5.2	6.2	6.3	5.7	6.4	7.3	3.6
Business	7.4	7.2	8.1	5.5	6.7	8.3	8.3	7.6	10.3	8.0	7.9	11.5
Education	7.7	8.5	5.0	6.0	3.8	11.3	10.3	9.7	8.3	12.5	5.2	2.2
Engineering	3.7	4.4	1.5	7.7	6.6	3.1	0.7	0.8	0.1	0.8	1.6	0.0
English	7.6	6.9	10.1	5.8	6.4	6.9	8.3	8.4	8.1	8.4	10.3	6.4
Health related	6.6	5.8	9.3	7.9	3.2	5.8	4.4	3.3	9.2	3.0	9.1	12.7
History or Political Science	5.7	6.7	2.4	5.6	9.1	6.5	7.3	8.2	6.5	6.5	2.3	5.2
Humanities	8.9	10.2	4.5	9.0	17.4	6.5	12.7	12.0	14.4	12.5	4.2	10.5
Fine Arts	8.9	9.7	6.2	10.7	9.5	8.6	10.1	10.4	7.3	11.3	6.1	8.9
Mathematics or Statistics	6.2	5.2	9.7	4.9	4.9	5.7	5.1	4.9	4.8	5.7	9.7	8.7
Physical Sciences	6.9	7.1	6.2	7.1	6.5	7.9	6.5	6.5	4.9	7.4	6.4	3.6
Social Sciences	12.2	12.7	10.4	12.1	13.8	12.9	12.6	13.6	12.6	11.3	10.5	9.6
Other Technical	4.6	2.7	10.9	2.0	1.3	3.7	2.9	3.4	3.0	2.1	10.7	14.6
Other Non-technical	6.1	5.5	8.0	5.5	4.3	6.9	4.5	4.7	4.8	3.9	8.2	2.7
Year appointed at present institution												
Before 1964	1.3	1.5	0.7	1.7	2.6	1.0	1.3	1.0	2.2	1.2	0.8	0.0
1964 to 1968	4.6	4.8	3.9	5.4	5.8	4.3	4.0	4.1	5.2	3.1	4.1	0.0
1969 to 1973	8.2	8.3	7.9	9.8	8.6	8.6	5.8	6.4	5.0	5.5	8.3	1.0
1974 to 1978	8.3	8.3	8.3	10.0	9.6	7.3	6.7	6.4	8.0	6.2	8.7	1.0
1979 to 1983	9.6	9.3	10.5	10.0	10.7	8.2	8.9	9.4	9.7	7.7	11.0	2.0
1984 to 1988	12.1	12.3	11.2	13.1	12.1	11.3	12.9	13.5	12.8	12.0	10.5	24.3
1989 to 1993	15.9	15.3	18.0	14.8	13.5	16.0	16.1	15.6	17.3	16.1	18.3	11.2
1994 to 1998	19.5	19.5	19.2	17.2	18.9	20.9	21.2	21.3	17.9	22.9	18.8	26.9
1999 to 2001	20.5	20.6	20.2	17.9	18.1	22.4	23.2	22.3	21.9	25.3	19.5	33.6
Are you tenured?												
Yes	58.9	58.9	58.7	65.4	63.3	58.9	48.3	48.1	52.8	46.1	60.9	21.9
No	41.1	41.1	41.3	34.6	36.7	41.1	51.7	51.9	47.2	53.9	39.1	78.1
Year tenure was awarded												
Before 1964	0.4	0.5	0.2	0.5	1.0	0.4	0.4	0.2	0.8	0.4	0.2	0.0
1964 to 1968	2.0	2.2	1.1	2.9	3.5	1.6	1.1	1.2	1.5	0.5	1.1	0.0
1969 to 1973	7.1	7.1	7.2	8.2	8.4	6.5	5.2	5.2	6.0	4.6	7.3	0.0
1974 to 1978	12.3	12.9	10.4	14.3	12.7	13.0	10.2	10.8	10.3	9.4	10.6	0.0
1979 to 1983	12.3	12.5	11.7	13.9	15.7	10.9	10.6	10.7	10.3	10.7	11.9	0.0
1984 to 1988	14.9	14.9	15.0	15.6	16.1	13.3	15.2	16.1	16.1	13.3	15.2	0.0
1989 to 1993	16.7	16.6	17.1	16.8	13.8	16.4	18.3	18.3	18.2	18.3	16.3	66.1
1994 to 1998	21.1	20.8	22.2	18.1	17.7	23.5	23.6	21.8	25.0	25.1	22.1	30.6
1999 to 2001	13.1	12.6	15.0	9.6	11.0	14.7	15.5	15.6	11.8	17.8	15.2	3.3
Do your interests lie primarily in teaching or research?												
Very heavily in teaching	37.1	26.3	73.0	16.4	15.6	30.7	39.2	34.8	40.1	44.9	72.7	79.1
In both, but leaning toward teaching	36.0	39.9	23.0	34.5	32.8	44.6	44.5	44.9	45.4	43.3	23.5	15.0
In both, but leaning toward research	23.2	29.0	3.5	40.5	44.4	22.1	15.2	19.1	13.2	10.9	3.5	2.5
Very heavily in research	3.7	4.7	0.5	8.6	7.2	2.6	1.1	1.3	1.2	0.9	0.3	3.4

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
Salary is based on:												
9/10 months	79.0	78.5	80.9	80.1	75.9	83.4	71.3	66.5	74.8	75.9	81.4	72.1
11/12 months	21.0	21.5	19.1	19.9	24.1	16.6	28.7	33.5	25.2	24.1	18.6	27.9
Base salary (in $1,000s)												
9/10 month contract												
Less than $20,000	2.0	1.6	3.5	0.9	1.9	1.4	2.6	4.1	1.9	1.3	3.5	2.7
$20,000 to 29,999	2.4	2.1	3.5	1.7	1.6	2.0	3.0	2.6	1.2	4.5	3.3	7.4
$30,000 to 39,999	12.3	8.9	23.3	5.1	3.3	10.8	14.7	10.6	12.1	21.4	22.9	32.1
$40,000 to 49,999	23.3	22.6	25.5	19.2	12.4	25.2	29.5	23.7	32.5	35.1	25.3	29.3
$50,000 to 59,999	19.8	20.2	18.2	19.8	16.2	20.7	22.4	21.2	25.9	21.8	18.0	22.4
$60,000 to 69,999	15.4	16.3	12.2	18.1	15.5	16.4	14.0	15.7	16.7	10.4	12.8	1.6
$70,000 to 79,999	10.8	11.5	8.5	12.6	14.6	12.6	6.5	9.2	6.3	3.3	8.7	4.5
$80,000 to 89,999	7.4	8.6	3.6	10.9	11.7	8.6	3.4	5.4	2.3	1.5	3.8	0.0
$90,000 to 99,999	3.0	3.7	1.0	5.7	7.2	1.6	1.8	3.5	0.7	0.4	1.0	0.0
$100,000 to 124,999	2.8	3.5	0.6	5.1	10.1	0.6	1.7	3.6	0.3	0.3	0.6	0.0
$125,000 to 149,999	0.6	0.7	0.0	0.7	3.8	0.1	0.2	0.3	0.0	0.0	0.0	0.0
$150,000 or more	0.2	0.3	0.0	0.2	1.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0
11/12 month contract												
Less than $20,000	2.4	1.4	6.2	0.6	1.2	0.8	2.8	3.9	1.0	1.6	6.8	0.0
$20,000 to 29,999	2.4	2.1	3.6	0.9	2.0	2.9	2.7	2.9	1.3	3.4	2.6	14.4
$30,000 to 39,999	11.9	10.1	18.8	4.2	4.5	11.3	17.1	11.9	19.0	26.0	19.1	15.2
$40,000 to 49,999	20.9	20.2	23.9	11.6	13.5	21.2	30.2	26.7	33.5	34.8	22.7	36.6
$50,000 to 59,999	17.0	17.3	16.1	12.8	17.2	16.3	22.1	21.5	27.2	20.1	14.5	33.9
$60,000 to 69,999	14.2	14.7	12.3	17.3	17.8	13.6	11.9	13.6	9.9	9.9	13.5	0.0
$70,000 to 79,999	10.5	10.8	9.3	13.0	12.9	13.4	5.9	7.8	5.8	2.2	10.2	0.0
$80,000 to 89,999	7.6	8.0	6.2	12.1	7.5	8.9	3.7	5.7	1.7	1.2	6.8	0.0
$90,000 to 99,999	5.2	5.9	2.4	9.7	8.5	5.1	1.8	2.9	0.6	0.3	2.7	0.0
$100,000 to 124,999	5.2	6.4	0.7	11.1	10.4	5.0	1.4	2.4	0.0	0.4	0.8	0.0
$125,000 to 149,999	1.4	1.7	0.2	3.6	2.3	1.0	0.2	0.4	0.0	0.1	0.2	0.0
$150,000 or more	1.1	1.4	0.2	3.2	2.3	0.5	0.1	0.1	0.0	0.0	0.2	0.0
Are you currently?												
Married	75.9	75.9	76.2	77.2	77.2	73.5	76.6	76.7	70.3	80.1	75.6	86.0
Unmarried, living with partner	5.1	4.9	5.8	5.5	5.0	5.1	3.8	4.7	4.0	2.6	5.8	4.9
Single	19.0	19.2	18.0	17.3	17.9	21.4	19.6	18.6	25.7	17.3	18.5	9.1
Have you ever been?												
Divorced	24.7	24.0	27.1	25.9	19.1	27.5	19.6	20.7	19.9	17.8	27.3	23.8
Widowed	2.3	2.2	2.4	2.2	1.7	2.6	2.1	2.2	2.3	1.9	2.3	5.0
Separated	3.9	3.8	4.3	4.2	3.2	3.7	3.6	4.1	3.7	3.0	4.4	2.7

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY CHILDREN DO YOU HAVE IN THE FOLLOWING AGE RANGES?												
0-4 years old												
None	89.5	88.7	92.2	88.9	88.6	89.3	87.9	87.9	90.3	86.5	92.4	88.7
One	7.7	8.3	5.9	8.4	7.6	8.2	8.6	8.4	7.5	9.6	5.7	9.1
Two	2.4	2.6	1.5	2.4	3.4	2.3	3.0	3.1	2.0	3.4	1.5	2.2
Three	0.3	0.2	0.3	0.2	0.2	0.2	0.4	0.4	0.2	0.4	0.4	0.0
Four or more	0.1	0.1	0.0	0.1	0.3	0.1	0.2	0.3	0.1	0.1	0.0	0.0
5-12 years old												
None	81.2	80.7	82.8	80.7	79.3	81.5	80.5	80.7	81.4	79.6	83.0	79.2
One	12.0	12.3	11.0	12.4	12.3	12.0	12.4	12.5	12.3	12.3	11.0	10.8
Two	5.6	5.9	4.9	5.8	6.5	5.7	5.9	5.5	5.7	6.5	4.8	6.1
Three	1.0	1.0	1.1	1.0	1.5	0.7	1.2	1.2	0.7	1.6	1.0	3.9
Four or more	0.1	0.1	0.2	0.1	0.3	0.1	0.1	0.1	0.0	0.0	0.2	0.0
13-17 years old												
None	82.5	82.5	82.4	82.6	81.2	83.4	82.1	81.4	83.9	82.1	82.6	79.8
One	13.0	12.9	13.2	13.4	13.6	12.1	12.8	13.3	10.9	13.4	13.0	17.0
Two	4.0	4.1	3.7	3.8	4.7	3.9	4.5	4.8	4.7	4.0	3.9	0.0
Three	0.4	0.4	0.5	0.2	0.5	0.5	0.4	0.4	0.5	0.4	0.4	3.2
Four or more	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.0
18-23 years old												
None	78.7	80.1	74.2	81.2	78.0	80.3	79.3	79.6	79.6	78.8	73.8	80.5
One	14.0	13.4	16.2	13.2	13.7	13.6	13.1	12.9	12.9	13.4	16.5	10.1
Two	6.2	5.5	8.5	4.8	6.5	5.1	6.6	6.2	6.7	7.1	8.6	7.1
Three	0.9	0.9	1.0	0.7	1.7	0.8	0.9	1.2	0.7	0.6	0.9	2.3
Four or more	0.2	0.1	0.2	0.1	0.2	0.2	0.2	0.2	0.1	0.1	0.2	0.0
24 years old or older												
None	65.6	66.8	61.6	66.0	67.0	66.4	68.4	67.8	69.2	68.7	61.6	60.7
One	10.4	10.0	11.6	9.8	8.9	11.1	9.4	9.0	9.1	10.0	11.7	9.1
Two	14.7	14.0	16.9	15.0	13.8	13.9	12.9	13.0	11.8	13.5	16.7	21.4
Three	5.7	5.6	6.3	5.9	4.5	5.5	5.9	6.6	5.6	5.2	6.2	8.2
Four or more	3.6	3.6	3.6	3.2	5.8	3.2	3.4	3.5	4.3	2.7	3.8	0.6
What is the highest level of education reached by your spouse/partner?												
8th grade or less	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.2	0.2	0.0	0.1	0.0
Some high school	0.3	0.2	0.6	0.2	0.2	0.3	0.2	0.2	0.3	0.1	0.5	2.6
Completed high school	3.3	2.5	6.0	2.1	1.9	2.9	2.7	2.3	3.1	2.9	5.8	9.5
Some college	9.2	7.7	14.1	7.0	7.7	8.7	7.5	7.5	7.5	7.3	13.9	18.2
Graduated from college	19.9	18.6	24.3	18.0	17.5	19.0	19.5	19.6	17.1	20.7	24.0	29.2
Attended graduate or professional school	10.2	10.4	9.6	11.0	10.0	10.1	10.3	9.9	10.4	10.8	10.0	3.7
Attained advanced degree	44.5	47.6	34.2	50.3	50.8	44.9	46.0	47.3	43.6	45.7	34.3	32.5
Does not apply (No spouse or partner)	12.4	12.9	11.0	11.3	12.0	14.1	13.7	12.9	17.9	12.4	11.4	4.4

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Reasons noted as very important in your decision to pursue an academic career												
Autonomy	72.8	74.5	67.0	76.7	77.4	74.5	70.3	72.7	72.1	65.9	66.4	77.9
Flexible schedule	68.4	68.6	68.0	67.6	66.3	71.2	67.7	69.8	68.6	64.1	67.7	73.8
Intellectual challenge	83.9	86.4	75.2	88.5	89.2	85.5	83.5	84.4	86.2	80.7	75.0	80.1
Intellectual freedom	77.2	78.8	71.8	81.4	79.4	79.3	74.5	75.9	78.2	70.2	71.2	82.3
Freedom to pursue my scholarly/teaching interests	75.3	79.0	63.0	83.0	82.1	78.3	73.1	75.6	74.3	68.6	62.7	69.2
Opportunities for teaching	70.5	68.1	78.3	60.0	60.4	72.4	77.2	75.5	79.8	78.1	77.9	84.6
Opportunities for research	38.6	47.3	9.2	61.1	61.4	40.0	31.6	36.1	30.0	26.2	9.4	5.2
Occupational prestige/professional status	17.9	18.2	16.6	19.5	19.5	18.4	15.7	16.4	17.6	13.7	17.1	7.1
Opportunity to influence social change	24.2	24.1	24.9	22.3	20.0	26.1	25.9	25.7	28.9	24.2	25.0	23.7
General activities												
Have you ever held an academic administrative post?	41.8	43.9	34.4	43.9	48.9	40.5	46.0	46.4	48.4	43.9	33.8	45.7
Have you ever received an award for outstanding teaching?	42.2	41.3	44.9	46.0	40.6	39.3	38.3	39.1	37.0	37.9	44.7	47.7
Do you commute a long distance to work?	20.3	18.2	27.3	13.8	16.1	20.9	21.5	22.7	23.4	18.5	26.9	35.0
Has any of your research or writing focused on women?	24.7	26.9	17.6	26.6	29.5	25.9	27.0	26.4	30.8	25.7	17.8	12.4
Does your spouse/partner work in the same city?	53.9	56.4	45.6	63.5	61.9	49.4	53.4	55.4	47.2	54.1	45.0	56.3
Is your spouse/partner an academic?	31.3	32.1	28.7	32.4	31.5	31.6	32.6	32.5	28.7	35.1	28.6	29.1
Has any of your research or writing focused on racial or ethnic minorities?	23.8	26.3	15.4	27.0	27.3	27.0	24.0	24.3	23.3	23.9	15.8	8.9
Were you born in the USA?	87.7	86.1	93.0	83.5	81.8	87.4	89.9	88.2	91.3	91.3	93.1	90.9
Are you a US citizen?	94.9	93.9	98.1	92.4	91.9	95.0	95.6	95.0	96.6	95.8	98.2	96.1
Have you ever interrupted your professional career for more than one year for family reasons?	15.5	13.2	23.1	9.6	10.7	15.4	16.3	15.9	17.5	16.3	23.0	25.5
Have you been sexually harassed at this institution?	6.0	5.6	7.6	5.8	4.6	6.6	4.5	4.9	4.2	4.0	8.0	2.0
Do you plan on working beyond age 70?	31.9	34.3	24.1	33.8	39.7	31.7	35.5	37.9	38.6	30.2	23.4	36.4
Are you a member of a faculty union? [4]	35.2	25.6	67.2	25.5	7.6	44.4	10.4	11.1	17.9	4.9	68.4	45.2
Is (or was) your father an academic? [4]	11.9	12.4	10.4	12.9	12.9	11.3	13.0	13.5	8.7	14.7	10.7	3.4
Is (or was) your mother an academic? [4]	8.8	8.3	10.6	7.6	7.4	8.8	9.0	9.1	6.2	10.6	10.9	5.3
During the last two years, have you:												
Received at least one firm job offer?	29.0	28.1	32.3	26.2	24.4	29.9	30.1	29.1	31.5	30.7	31.0	54.6
Developed a new course?	71.4	72.8	66.6	71.9	73.1	70.7	76.4	76.4	78.4	75.2	66.2	73.5
Considered early retirement?	30.5	29.1	35.1	30.8	26.1	31.4	25.3	24.9	26.0	25.5	35.3	31.1
Considered leaving academe for another job?	32.9	33.0	32.5	32.6	28.0	35.7	32.6	32.0	29.5	35.3	32.3	34.5
Taught courses at more than one institution during the same term?	11.1	9.5	16.4	6.4	7.8	10.3	13.4	14.1	16.1	10.8	15.9	24.8
Served as a paid consultant?	38.0	40.1	30.8	44.6	42.7	39.9	33.0	33.9	35.0	30.5	31.5	19.4
Requested/sought an early promotion? [4]	7.1	6.7	8.7	5.7	5.7	8.3	6.3	7.1	5.7	5.5	8.3	15.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?												
Articles in academic or professional journals												
None	24.1	15.2	54.5	9.3	7.7	16.5	25.1	23.1	23.9	28.7	54.0	64.8
1 to 2	18.0	15.8	25.8	9.6	10.9	18.4	22.9	21.0	23.6	25.2	25.6	28.8
3 to 4	13.1	14.1	9.7	9.3	10.7	17.4	17.8	17.7	19.1	17.2	10.0	3.7
5 to 10	16.2	19.3	5.6	18.8	18.2	21.3	18.1	18.8	19.8	16.0	5.8	2.7
11 to 20	12.1	15.0	2.4	18.2	18.4	14.5	9.5	10.7	9.0	8.0	2.6	0.0
21 to 50	10.3	12.9	1.6	19.9	20.1	8.9	5.2	6.7	3.7	4.0	1.7	0.0
More than 50	6.1	7.8	0.3	15.0	13.9	3.0	1.4	1.9	0.9	0.9	0.3	0.0
Chapters in edited volumes												
None	54.2	45.4	83.7	33.0	28.8	53.1	60.8	55.9	63.1	66.4	83.7	84.2
1 to 2	22.3	25.4	11.9	24.4	24.3	27.9	23.9	25.0	24.2	22.2	11.9	13.3
3 to 4	11.0	13.4	2.7	17.3	17.9	10.8	9.3	11.1	7.9	7.7	2.7	2.5
5 to 10	7.8	9.9	1.0	15.0	16.7	6.0	4.5	5.9	3.7	2.8	1.1	0.0
11 to 20	3.1	3.8	0.5	6.5	7.6	1.7	1.1	1.5	0.9	0.6	0.5	0.0
21 to 50	1.3	1.7	0.1	3.1	4.0	0.4	0.3	0.5	0.2	0.2	0.1	0.0
More than 50	0.3	0.4	0.1	0.7	0.7	0.1	0.1	0.2	0.0	0.1	0.1	0.0
Books, manuals, or monographs												
None	57.8	52.8	74.4	45.2	40.0	57.1	64.0	60.5	65.6	68.0	74.1	80.3
1 to 2	26.2	28.7	17.9	31.5	30.8	28.4	24.4	26.4	23.5	22.1	17.9	17.9
3 to 4	8.9	10.0	5.1	11.6	13.8	8.9	7.3	8.1	7.5	6.2	5.3	1.2
5 to 10	5.1	6.0	2.0	5.4	10.6	3.9	3.0	3.7	2.4	2.5	2.1	0.0
11 to 20	1.5	1.7	0.6	2.3	3.6	1.1	0.9	1.0	0.8	0.9	0.6	0.6
21 to 50	0.4	0.5	0.1	0.8	0.7	0.4	0.2	0.2	0.1	0.3	0.1	0.0
More than 50	0.2	0.2	0.0	0.3	0.4	0.2	0.1	0.1	0.1	0.2	0.0	0.0
How many exhibitions or performances in the fine or applied arts have you presented?												
None	80.3	80.7	78.8	81.6	81.3	80.5	79.4	79.2	81.7	78.4	79.0	75.1
1 to 2	4.4	3.9	5.9	3.5	4.6	4.0	4.1	4.1	4.2	4.0	5.8	6.0
3 to 4	2.5	2.3	3.4	2.0	2.1	2.0	3.0	3.5	2.3	2.7	3.6	1.5
5 to 10	2.3	2.2	2.5	2.0	1.6	2.3	2.6	2.3	3.0	2.8	2.6	0.0
11 to 20	1.6	1.5	1.7	1.3	1.2	1.8	1.6	1.5	1.7	1.6	1.4	5.3
21 to 50	2.9	2.9	2.9	2.6	2.6	3.1	3.0	2.6	2.7	3.5	2.8	6.4
More than 50	6.1	6.5	4.8	7.0	6.7	6.2	6.4	6.8	4.4	7.0	4.7	5.6
How many of your professional writings have been published or accepted for publication in the last two years?												
None	41.6	30.4	79.5	19.6	18.1	33.7	46.4	41.6	48.5	51.8	79.4	82.2
1 to 2	27.4	30.8	15.9	26.5	26.5	35.9	31.9	32.1	32.3	31.4	15.8	17.2
3 to 4	17.7	22.1	3.0	27.3	28.0	19.8	15.1	18.0	13.8	11.9	3.1	0.6
5 to 10	10.7	13.5	1.2	20.6	22.1	9.1	5.4	6.9	4.7	3.9	1.3	0.0
11 to 20	2.1	2.6	0.2	4.7	4.7	1.1	0.8	1.0	0.5	0.7	0.2	0.0
21 to 50	0.4	0.5	0.1	1.1	0.5	0.2	0.2	0.3	0.1	0.2	0.1	0.0
More than 50	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

						Four-year Colleges						
ALL RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Two-year Colleges Public	Two-year Colleges Private
During the past two years, have you engaged in any of the following activities?												
Taught an honors course	20.2	22.2	13.4	27.4	27.3	17.2	19.0	18.6	22.5	17.5	13.8	5.8
Taught an interdisciplinary course	39.1	42.4	27.9	43.5	47.7	36.7	45.4	48.1	38.3	45.8	27.6	31.9
Taught an ethnic studies course	10.2	10.5	9.0	8.9	9.9	10.8	12.7	12.9	12.3	12.6	8.8	12.6
Taught a women's studies course	7.4	8.0	5.3	6.3	9.7	7.4	10.2	10.4	11.9	8.9	5.3	5.3
Team-taught a course	36.8	38.0	32.9	41.7	38.9	33.7	38.2	38.3	35.2	39.8	33.1	28.7
Taught a service learning course	21.3	21.6	20.1	22.3	19.3	23.3	19.6	18.1	23.4	19.4	20.0	22.3
Worked with undergraduates on a research project [5]	56.9	64.2	30.6	66.9	70.9	60.4	62.1	62.9	59.5	62.4	30.7	28.7
Used intra- or extramural funds for research	43.0	51.8	11.3	62.8	63.1	45.0	39.7	44.5	34.5	36.0	10.3	28.0
Participated in a teaching enhancement workshop	59.1	56.3	68.7	48.9	48.6	61.1	63.2	62.3	63.8	64.2	69.0	63.5
Placed or collected assignments for a course on the Internet	50.2	52.3	42.8	55.1	55.2	51.1	48.7	50.6	46.8	47.2	42.5	48.5
Taught a course exclusively through the Internet	9.2	6.7	17.6	6.2	3.5	9.6	5.1	5.8	4.6	4.4	17.4	21.9
DURING THE PAST TWO YEARS, HOW INVOLVED HAVE YOU BEEN IN EFFORTS TO REFORM THE FOLLOWING AT YOUR INSTITUTION? [4]												
Overall mission, purpose												
Very involved	22.4	21.7	25.0	19.6	20.9	22.1	24.2	23.1	26.9	24.2	24.7	29.3
Minimally involved	40.6	38.8	46.7	37.3	36.2	39.5	41.1	40.0	40.6	43.1	46.2	54.9
Not involved	37.0	39.6	28.3	43.1	42.9	38.4	34.6	36.9	32.5	32.8	29.0	15.8
General education												
Very involved	29.5	26.6	39.0	23.3	23.5	26.4	32.7	29.9	37.5	33.8	38.8	42.8
Minimally involved	40.6	40.1	42.2	38.3	39.6	41.0	41.7	41.3	39.5	43.6	42.1	44.2
Not involved	29.9	33.3	18.8	38.4	36.9	32.6	25.6	28.7	23.1	22.6	19.1	13.1
Faculty roles/rewards												
Very involved	20.3	19.2	24.3	18.1	16.3	20.0	20.9	20.8	24.2	19.1	24.4	23.1
Minimally involved	41.6	40.1	46.6	39.6	38.5	40.5	41.2	40.2	42.8	41.7	45.9	58.2
Not involved	38.0	40.7	29.1	42.3	45.2	39.5	37.8	38.9	33.0	39.1	29.7	18.8
Governance												
Very involved	18.9	17.9	22.2	15.8	14.6	18.6	21.5	21.8	23.1	20.2	21.9	28.4
Minimally involved	36.7	35.6	40.5	34.6	31.4	36.1	38.3	36.8	38.9	39.9	40.5	40.6
Not involved	44.4	46.5	37.3	49.7	54.0	45.2	40.2	41.4	38.0	39.9	37.6	31.0
Curriculum												
Very involved	44.6	42.1	52.7	38.6	36.2	46.6	44.0	42.4	47.9	44.0	51.9	67.2
Minimally involved	40.5	41.5	37.0	43.0	43.0	39.0	41.9	42.1	39.5	43.0	37.6	27.7
Not involved	15.0	16.4	10.3	18.4	20.9	14.4	14.1	15.5	12.6	13.1	10.6	5.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Scheduled teaching (actual, not credit hours)												
None	0.6	0.7	0.2	1.1	0.8	0.5	0.3	0.4	0.3	0.3	0.2	0.0
1 to 4	6.0	7.0	2.8	11.4	10.0	4.1	3.4	3.8	2.8	3.2	2.8	1.8
5 to 8	29.6	35.8	8.8	49.5	54.8	24.4	22.6	27.1	20.8	17.3	8.7	10.2
9 to 12	33.4	38.3	17.1	26.0	25.3	49.2	47.0	45.4	51.8	46.5	16.8	22.4
13 to 16	16.2	11.7	31.2	6.9	5.6	14.0	18.4	15.8	16.1	23.5	31.4	27.6
17 to 20	9.1	4.4	24.6	3.5	2.5	5.2	5.7	5.0	5.5	6.9	24.3	30.7
21 to 34	4.6	1.8	14.2	1.3	0.9	2.4	2.2	2.0	2.6	2.3	14.7	6.1
35 to 44	0.3	0.2	0.8	0.3	0.0	0.2	0.2	0.3	0.2	0.1	0.8	1.2
45 +	0.1	0.1	0.4	0.1	0.0	0.1	0.1	0.2	0.0	0.1	0.4	0.0
Preparing for teaching (including reading student papers and grading)												
None	0.4	0.5	0.1	0.7	0.5	0.4	0.3	0.4	0.2	0.2	0.1	0.0
1 to 4	9.3	9.4	8.9	11.5	11.9	8.1	7.2	8.6	6.1	5.7	9.3	3.2
5 to 8	23.5	24.3	21.0	28.3	27.5	21.7	20.8	22.0	21.2	18.9	21.2	17.4
9 to 12	25.2	25.1	25.6	25.9	25.7	25.7	23.0	23.0	22.4	23.4	24.7	41.3
13 to 16	16.9	16.8	17.3	15.2	15.4	18.0	18.0	17.5	18.0	18.9	17.4	15.2
17 to 20	13.2	13.0	14.0	10.3	11.0	14.3	15.7	14.2	16.2	17.5	14.1	12.0
21 to 34	8.7	8.6	9.1	6.5	6.4	9.2	11.7	10.9	12.9	12.0	9.2	7.6
35 to 44	2.0	1.8	2.8	1.2	1.2	2.1	2.6	2.7	2.3	2.6	2.9	2.2
45 +	0.7	0.6	1.2	0.4	0.3	0.6	0.7	0.6	0.8	0.9	1.2	1.2
Advising and counseling of students												
None	3.6	3.5	3.9	3.5	2.2	4.1	3.3	3.7	2.5	3.3	3.8	5.5
1 to 4	61.0	60.9	61.4	62.6	64.1	59.2	59.3	59.9	58.8	58.7	61.3	62.7
5 to 8	26.8	27.1	25.8	25.9	26.7	27.6	28.1	27.1	29.5	28.5	26.2	20.1
9 to 12	6.2	6.1	6.4	5.5	5.1	6.6	6.8	6.7	6.4	7.0	6.2	10.2
13 to 16	1.6	1.6	1.5	1.6	1.2	1.6	1.8	1.6	2.2	1.9	1.5	0.0
17 to 20	0.6	0.6	0.5	0.6	0.5	0.6	0.5	0.7	0.4	0.4	0.5	1.6
21 to 34	0.2	0.1	0.3	0.1	0.2	0.2	0.2	0.1	0.2	0.2	0.4	0.0
35 to 44	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.2	0.0
45 +	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Committee work and meetings												
None	6.0	5.5	7.5	4.9	7.0	5.1	6.2	7.8	4.7	4.8	7.5	7.1
1 to 4	66.9	66.5	68.1	66.5	65.3	64.8	69.2	66.6	69.0	73.1	69.2	49.6
5 to 8	21.2	21.5	20.0	21.2	22.0	23.2	19.4	19.7	21.7	17.7	18.8	39.9
9 to 12	4.3	4.7	3.1	5.2	3.8	5.3	3.7	4.2	3.0	3.5	3.0	3.5
13 to 16	1.1	1.1	0.9	1.4	1.3	0.9	0.9	1.0	1.1	0.6	1.0	0.0
17 to 20	0.5	0.5	0.4	0.7	0.3	0.4	0.4	0.5	0.6	0.2	0.4	0.0
21 to 34	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.0	0.1	0.1	0.0
35 to 44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
45 +	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Other administration												
None	36.4	35.5	39.5	34.9	35.1	38.0	33.3	32.6	35.7	32.8	39.5	39.3
1 to 4	40.7	41.5	37.9	43.3	43.5	39.4	41.0	42.8	37.5	40.5	38.7	25.3
5 to 8	11.4	11.6	10.7	11.4	11.5	10.6	13.2	12.6	14.7	13.2	10.7	10.5
9 to 12	5.8	5.6	6.1	5.4	4.9	5.9	6.0	5.7	5.7	6.4	5.7	12.7
13 to 16	2.4	2.4	2.2	2.0	2.1	2.8	2.8	2.9	2.6	2.7	2.2	2.7
17 to 20	1.8	1.8	1.7	1.6	1.6	2.0	2.0	1.7	2.3	2.2	1.7	2.8
21 to 34	1.2	1.2	1.3	1.2	0.9	1.1	1.3	1.1	1.1	1.6	1.1	4.9
35 to 44	0.3	0.3	0.4	0.1	0.3	0.2	0.4	0.5	0.4	0.3	0.4	0.9
45 +	0.1	0.1	0.1	0.1	0.0	0.1	0.2	0.1	0.2	0.2	0.1	0.9
Research and scholarly writing												
None	25.5	14.5	63.6	8.5	8.0	15.8	24.4	21.6	23.3	29.0	63.4	66.6
1 to 4	31.2	32.4	27.0	23.3	22.7	37.0	43.7	42.0	45.3	45.1	27.0	27.1
5 to 8	17.4	20.9	5.6	21.4	20.9	22.1	18.4	19.7	18.6	16.4	5.7	3.2
9 to 12	10.8	13.2	2.4	15.8	18.0	13.0	7.4	9.0	7.1	5.3	2.3	3.0
13 to 16	5.8	7.2	0.9	10.2	10.5	6.0	3.0	3.5	3.0	2.2	1.0	0.0
17 to 20	4.6	5.8	0.4	9.6	10.1	3.4	1.9	2.5	1.7	1.0	0.4	0.0
21 to 34	3.3	4.3	0.1	7.9	7.0	2.0	0.9	1.1	0.5	0.8	0.1	0.0
35 to 44	0.9	1.2	0.0	2.2	2.2	0.5	0.2	0.4	0.0	0.1	0.0	0.0
45 +	0.4	0.5	0.1	1.1	0.6	0.3	0.2	0.1	0.3	0.1	0.1	0.0
Other creative products/performances												
None	56.5	58.5	50.1	58.7	62.6	56.1	59.2	59.5	58.8	58.9	50.1	50.0
1 to 4	28.6	26.3	36.0	25.1	22.5	28.7	26.9	26.4	29.0	26.4	36.1	35.0
5 to 8	8.4	8.3	8.7	8.3	8.2	9.1	7.6	7.2	7.8	7.9	8.5	12.1
9 to 12	3.3	3.4	2.9	4.0	3.2	3.2	3.1	3.6	2.0	3.0	3.1	0.0
13 to 16	1.3	1.4	0.7	1.4	1.9	1.3	1.3	1.4	0.9	1.5	0.7	1.2
17 to 20	1.0	1.0	0.7	1.2	0.8	1.1	1.0	1.0	0.9	1.2	0.6	1.6
21 to 34	0.6	0.7	0.6	1.0	0.7	0.4	0.6	0.4	0.5	0.9	0.6	0.0
35 to 44	0.2	0.2	0.2	0.3	0.2	0.1	0.2	0.4	0.2	0.1	0.2	0.0
45 +	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.0
Consultation with clients/patients												
None	83.2	83.5	82.1	82.2	86.4	82.8	84.6	85.3	81.1	85.8	82.4	77.0
1 to 4	11.4	11.1	12.2	12.3	9.0	11.9	9.9	8.7	12.4	10.1	11.9	17.4
5 to 8	3.0	2.8	3.4	2.6	2.7	3.2	2.8	3.1	3.6	2.1	3.3	4.2
9 to 12	1.2	1.2	1.1	1.6	0.5	1.0	1.1	1.2	1.4	0.8	1.1	1.3
13 to 16	0.5	0.5	0.4	0.4	0.7	0.4	0.5	0.6	0.8	0.3	0.4	0.0
17 to 20	0.4	0.3	0.4	0.3	0.2	0.4	0.3	0.4	0.3	0.2	0.5	0.0
21 to 34	0.3	0.3	0.3	0.3	0.2	0.2	0.4	0.3	0.2	0.6	0.3	0.0
35 to 44	0.1	0.1	0.0	0.1	0.2	0.1	0.2	0.3	0.2	0.1	0.0	0.0
45 +	0.1	0.1	0.0	0.2	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Community or public service												
None	33.0	34.1	29.5	36.6	39.8	30.4	32.6	36.4	31.0	28.3	29.6	27.7
1 to 4	53.5	53.1	55.2	51.9	46.9	55.8	54.1	49.8	56.1	58.9	55.4	50.9
5 to 8	10.1	9.6	11.8	8.7	9.2	10.1	10.3	10.5	9.6	10.3	11.4	18.4
9 to 12	2.2	2.2	2.5	1.8	2.4	2.6	1.9	1.7	2.3	1.9	2.6	2.1
13 to 16	0.5	0.5	0.3	0.4	0.8	0.5	0.6	0.9	0.4	0.3	0.3	0.9
17 to 20	0.2	0.3	0.2	0.2	0.3	0.4	0.2	0.3	0.1	0.1	0.2	0.0
21 to 34	0.3	0.2	0.4	0.3	0.2	0.1	0.2	0.2	0.3	0.2	0.4	0.0
35 to 44	0.1	0.0	0.2	0.0	0.2	0.0	0.1	0.1	0.1	0.1	0.2	0.0
45 +	0.0	0.1	0.0	0.0	0.2	0.0	0.1	0.1	0.1	0.0	0.0	0.0
Outside consulting/freelance work												
None	67.4	66.4	70.6	64.7	62.4	66.7	70.2	68.7	71.1	71.8	70.7	69.9
1 to 4	23.1	24.3	19.1	26.4	27.3	23.8	20.8	20.9	20.1	21.1	18.9	23.7
5 to 8	5.5	5.6	4.9	6.0	6.4	5.6	4.8	5.1	5.0	4.2	4.9	4.3
9 to 12	2.3	2.1	2.9	1.7	2.4	2.5	2.1	2.5	2.3	1.5	3.0	1.3
13 to 16	0.7	0.7	0.6	0.7	0.7	0.6	0.7	1.1	0.1	0.5	0.6	0.0
17 to 20	0.5	0.4	0.7	0.2	0.5	0.4	0.6	0.7	0.6	0.5	0.7	0.0
21 to 34	0.3	0.2	0.6	0.1	0.2	0.2	0.5	0.7	0.4	0.2	0.6	0.9
35 to 44	0.2	0.1	0.4	0.1	0.1	0.0	0.2	0.3	0.3	0.1	0.5	0.0
45 +	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.2	0.1	0.0	0.1	0.0
Household/childcare duties												
None	10.6	11.1	9.2	12.9	11.4	10.8	8.9	8.9	8.6	9.0	9.4	6.4
1 to 4	17.6	17.8	16.7	17.7	18.4	17.2	18.6	18.6	19.4	18.0	16.7	17.4
5 to 8	24.5	24.5	24.4	23.7	24.1	24.4	25.9	26.3	25.0	25.8	24.1	30.3
9 to 12	18.0	17.6	19.3	17.6	18.4	17.7	17.1	17.4	15.1	17.8	18.6	30.2
13 to 16	9.2	9.1	9.7	8.9	7.7	9.7	9.2	8.9	9.7	9.5	10.0	4.7
17 to 20	8.0	7.8	8.8	7.9	8.0	8.2	7.1	6.9	7.7	7.1	8.9	7.6
21 to 34	5.9	6.0	5.7	5.7	6.9	5.4	6.7	6.7	7.2	6.3	6.0	0.6
35 to 44	2.7	2.8	2.4	2.7	2.5	2.8	3.2	3.1	3.6	3.1	2.5	0.6
45 +	3.4	3.3	3.8	2.9	2.6	3.8	3.4	3.2	3.8	3.3	3.9	2.1
Factors noted as very important in your decision to work at this college or university [4]												
Institutional emphasis on teaching	52.9	48.6	67.2	28.9	43.1	55.0	68.9	66.4	73.5	69.6	66.9	72.4
Institutional emphasis on research	17.4	22.1	1.6	38.5	36.5	10.7	8.0	11.1	5.9	4.8	1.6	2.4
Prestige of institution	13.6	15.0	8.7	19.7	32.4	6.0	11.5	15.2	9.9	7.3	8.9	3.9
Prestige of department	15.2	15.8	13.2	22.9	20.8	10.8	10.3	10.5	13.9	8.0	13.3	10.5
Salary/benefits	17.5	16.3	21.3	18.4	20.2	16.6	11.2	14.3	9.4	7.9	22.1	8.0
Research facilities	9.0	11.5	0.8	20.3	18.8	5.5	3.8	5.5	3.0	2.0	0.8	0.0
Academic rank offered	12.9	14.3	8.0	18.4	17.4	12.3	9.9	10.6	9.7	9.0	8.0	8.7
Colleagues	37.1	39.0	30.5	39.4	40.9	36.6	40.8	40.7	41.5	40.7	31.2	18.9
Geographic location	46.3	44.4	52.4	39.8	41.0	49.8	45.1	45.9	49.2	41.6	52.2	56.7
Job opportunities for spouse	14.6	15.9	10.3	16.2	17.7	16.1	14.1	13.2	13.4	15.9	10.0	15.6
Other personal/family considerations	27.6	27.3	28.8	24.4	24.8	29.9	29.0	28.0	28.9	30.6	28.8	27.6

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY OF THE FOLLOWING COURSES ARE YOU TEACHING THIS TERM?												
General education courses												
None	48.0	51.9	36.1	60.0	61.0	48.2	43.1	45.9	45.1	38.4	36.3	33.2
One	21.3	24.8	10.5	26.5	22.2	24.0	25.1	24.9	22.0	27.0	10.2	15.5
Two	14.2	14.0	14.6	9.2	11.5	16.2	17.7	16.6	17.6	19.3	14.9	10.8
Three	7.3	5.9	11.6	2.8	3.7	6.9	9.1	8.2	9.8	9.8	11.4	14.4
Four	4.7	2.4	11.5	1.0	1.0	3.2	3.7	3.0	4.5	4.2	11.3	15.4
Five or more	4.6	1.0	15.7	0.5	0.6	1.4	1.3	1.4	1.0	1.3	16.0	10.7
Other BA or BS undergraduate credit courses												
None	11.5	7.4	27.7	8.5	7.3	6.5	7.0	7.1	7.5	6.6	27.8	26.6
One	26.8	30.5	12.4	43.6	35.6	23.9	19.3	20.0	19.9	18.0	12.5	10.9
Two	29.8	33.1	16.7	31.9	37.9	33.0	32.2	33.9	28.8	31.8	17.0	12.4
Three	17.4	18.0	14.7	10.8	14.6	22.0	24.1	23.8	24.6	24.2	14.4	19.2
Four	8.4	7.7	11.2	3.6	3.1	10.6	11.8	10.4	13.9	12.6	11.3	10.4
Five or more	6.1	3.3	17.3	1.5	1.5	4.1	5.6	4.8	5.3	6.8	17.1	20.5
Non-BA credit courses (developmental/remedial)												
None	90.0	94.9	75.0	96.3	95.6	94.3	93.9	92.8	94.7	95.0	74.2	86.6
One	3.8	2.8	6.6	2.4	2.8	2.9	3.4	3.5	3.8	3.1	6.6	6.3
Two	2.5	1.1	6.9	0.6	0.9	1.2	1.5	2.0	0.7	1.2	7.1	3.5
Three	1.5	0.6	4.4	0.4	0.5	0.8	0.5	0.8	0.3	0.3	4.6	1.4
Four	1.1	0.3	3.6	0.1	0.1	0.4	0.4	0.6	0.4	0.2	3.8	0.4
Five or more	1.1	0.2	3.6	0.2	0.2	0.4	0.2	0.3	0.1	0.2	3.7	1.7
Graduate courses												
None	58.4	49.7	98.3	31.4	40.7	55.9	76.7	73.8	69.5	85.2	98.2	100.0
One	33.0	40.0	1.4	57.0	50.4	33.3	15.1	16.8	20.3	9.3	1.6	0.0
Two	6.6	8.0	0.1	9.3	7.2	8.3	5.8	6.4	7.8	3.6	0.1	0.0
Three	1.4	1.7	0.0	1.6	1.4	1.8	1.8	2.0	2.0	1.5	0.0	0.0
Four	0.3	0.4	0.1	0.4	0.3	0.5	0.5	0.8	0.2	0.3	0.1	0.0
Five or more	0.2	0.3	0.0	0.3	0.0	0.3	0.1	0.2	0.2	0.0	0.0	0.0
People noted as very influential in your decision to pursue an academic career [4]												
Father	31.5	31.2	32.4	31.1	29.6	32.4	30.7	29.6	29.7	32.8	32.7	27.1
Mother	32.6	31.6	36.1	31.1	29.1	33.3	31.4	31.0	30.4	32.4	36.1	35.4
Other relatives	11.6	11.1	13.4	9.9	10.8	12.2	11.6	11.1	11.6	12.2	13.4	12.7
Undergraduate faculty or advisor	32.6	33.6	29.1	32.0	38.3	32.5	34.9	34.1	34.9	35.9	29.5	23.4
Graduate faculty or advisor	37.1	41.0	23.7	45.1	43.4	39.4	36.5	37.6	35.4	35.7	24.0	17.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Goals for undergraduates noted as very important or essential												
Develop ability to think clearly	99.5	99.5	99.4	99.4	99.3	99.6	99.6	99.5	99.6	99.7	99.3	100.0
Prepare students for employment after college	69.8	66.5	81.1	64.0	56.2	72.4	67.3	62.1	71.9	71.7	80.9	83.6
Prepare students for graduate or advanced education	56.2	58.3	49.2	57.4	60.2	55.5	62.0	59.1	62.6	65.7	49.5	45.2
Develop moral character	59.3	57.5	65.4	49.7	58.8	55.9	68.8	63.8	72.1	73.8	65.3	67.1
Provide for students' emotional development	37.2	35.7	42.4	29.1	35.8	35.4	44.5	41.9	47.3	46.3	41.9	51.5
Prepare students for family living	15.6	13.9	21.1	9.5	16.0	13.7	19.0	18.0	19.7	19.9	21.1	21.7
Teach students the classic works of Western civilization	28.4	30.1	22.8	25.6	35.0	28.6	35.2	34.3	35.3	36.5	22.1	34.9
Help students develop personal values	59.4	58.0	63.9	51.2	58.4	56.7	68.5	64.5	70.7	72.7	63.3	73.3
Enhance the out-of-class experience of students	40.6	39.1	45.3	34.8	35.8	41.9	43.0	41.6	44.0	44.3	45.3	44.8
Enhance students' self-understanding	63.2	62.0	67.2	56.5	59.2	63.0	69.4	68.3	70.5	70.3	66.9	73.4
Instill in students a commitment to community service	36.8	36.2	38.8	29.5	35.9	37.9	42.8	38.0	48.8	45.8	38.7	39.1
Prepare students for responsible citizenship	60.8	60.2	62.7	54.3	58.4	62.6	65.8	62.7	67.9	68.9	62.7	61.9
Enhance students' knowledge of and appreciation for other racial/ethnic groups	59.8	59.6	60.7	54.1	55.5	61.5	66.3	65.0	68.5	66.7	60.6	62.6
Study a foreign language [4]	31.8	34.8	21.8	33.2	39.2	32.2	38.2	37.8	36.8	39.4	21.6	26.1
Personal goals noted as very important or essential												
Becoming an authority in my field	53.0	55.2	45.4	64.0	64.2	50.1	45.8	47.9	45.1	43.3	45.4	46.6
Influencing the political structure	14.8	15.0	13.9	15.1	14.1	15.9	14.4	15.0	15.6	12.8	14.1	11.9
Influencing social values	37.9	37.7	38.5	32.6	38.2	38.2	43.2	42.4	44.1	43.9	38.6	37.1
Raising a family	72.8	72.2	74.8	71.5	73.7	71.8	73.0	73.2	68.6	75.5	74.3	82.6
Being very well-off financially	37.4	36.3	41.2	37.8	34.9	39.6	30.8	33.2	32.7	26.2	41.5	36.4
Helping others who are in difficulty	64.4	63.4	67.6	58.2	62.7	64.3	69.3	67.7	71.4	70.2	67.4	72.5
Becoming involved in programs to clean up the environment	31.6	30.9	33.7	29.3	29.0	33.9	30.2	29.8	30.3	30.6	34.2	24.8
Developing a meaningful philosophy of life	76.1	76.4	75.2	73.3	75.3	76.3	81.1	79.5	84.0	81.8	75.6	68.3
Helping to promote racial understanding	58.9	59.7	56.4	56.1	58.6	60.4	64.0	62.8	66.9	64.0	56.8	50.1
Obtaining recognition from my colleagues for contributions to my special field	44.3	47.7	32.8	55.5	55.3	44.1	38.4	41.0	39.3	34.1	33.5	22.4
Integrating spirituality into my life	51.7	50.3	56.4	41.1	49.9	50.1	62.6	56.0	64.6	70.7	56.1	62.1
Being a good colleague	89.7	89.9	89.1	87.6	90.9	90.5	91.5	90.2	92.3	92.8	89.4	84.2
Being a good teacher	97.8	97.3	99.3	95.9	96.7	98.0	98.5	98.1	99.0	98.8	99.2	100.0
Achieving congruence between my own values and institutional values [4]	54.0	52.8	57.8	46.7	52.3	52.6	61.3	59.3	62.8	63.2	58.0	55.8

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Agrees strongly or somewhat												
Faculty are interested in students' personal problems	77.6	74.9	86.8	61.2	76.4	76.3	90.2	87.3	90.7	93.8	86.8	85.7
Racial and ethnic diversity should be more strongly reflected in the curriculum	55.3	55.4	55.0	50.6	55.4	54.0	63.5	61.6	65.7	64.9	54.7	59.9
Faculty feel that most students are well-prepared academically	31.8	35.5	19.1	31.5	61.4	24.2	42.2	45.7	37.0	40.3	18.8	24.2
This institution should hire more faculty of color [4]	67.9	70.3	59.8	69.5	73.3	64.9	76.7	76.0	75.9	78.1	59.3	69.1
Student Affairs staff have the support and respect of faculty	66.6	65.3	70.9	62.0	65.1	63.3	72.0	72.5	71.6	71.4	71.1	68.0
Faculty are committed to the welfare of this institution	85.4	83.7	91.0	78.7	86.4	81.6	91.7	91.6	91.9	91.9	91.0	91.3
Faculty here are strongly interested in the academic problems of undergraduates	82.9	80.6	90.6	68.6	83.8	82.3	92.3	91.5	92.6	93.2	90.5	91.9
There is a lot of campus racial conflict here	7.8	8.7	4.5	10.9	8.7	7.4	7.7	7.6	7.1	8.1	4.7	1.5
Many courses include feminist perspectives	36.0	38.6	27.2	39.2	38.7	37.3	39.5	43.9	41.2	32.3	27.8	17.5
Faculty of color are treated fairly here	87.6	86.5	91.3	82.6	86.9	88.2	89.2	89.8	91.0	87.2	91.3	92.7
Women faculty are treated fairly here	84.7	83.1	90.1	79.7	80.5	84.4	87.1	87.4	88.4	85.8	90.5	83.1
Many courses involve students in community service	35.2	36.5	30.9	24.1	48.0	33.9	49.4	43.9	60.7	50.3	31.6	19.7
This institution should hire more women faculty [4]	51.6	57.0	33.4	63.7	67.5	51.8	49.6	50.9	39.1	54.0	33.8	27.4
Most students are strongly committed to community service	27.5	31.4	14.6	21.4	52.3	21.0	46.8	43.6	48.7	50.2	14.4	17.1
Gay and lesbian faculty are treated fairly here [4]	74.8	73.0	80.9	75.8	64.6	77.0	68.2	74.6	68.6	58.9	81.7	66.6
My research is valued by faculty in my department	68.2	71.4	56.1	71.8	75.0	68.2	73.4	74.2	73.3	72.5	55.8	61.8
My teaching is valued by faculty in my department [4]	86.1	85.1	89.3	80.5	85.6	85.0	90.9	90.1	92.2	91.2	89.3	89.7
Issues believed to be of high or highest priority at your college or university												
To promote the intellectual development of students	76.5	76.0	78.2	70.5	84.2	72.1	83.7	83.8	83.5	83.8	78.1	78.6
To help students examine and understand their personal values	50.1	50.8	48.0	33.3	67.5	43.0	74.9	68.3	83.4	79.2	47.9	50.9
To develop a sense of community among students and faculty	47.7	47.4	48.9	34.0	55.9	42.9	66.2	63.5	68.5	68.7	49.2	43.0
To develop leadership ability among students	45.0	45.8	42.4	35.4	56.3	41.5	59.2	58.3	59.4	60.2	42.6	38.6
To facilitate student involvement in community service	37.5	39.1	32.0	24.3	57.5	33.4	56.3	48.7	69.6	59.0	32.2	28.9
To help students learn how to bring about change in American society	26.5	27.5	23.3	20.1	33.9	24.8	37.1	34.8	42.7	37.2	22.9	30.8

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Issues believed to be of high or highest priority at your college or university												
To increase or maintain institutional prestige	59.3	62.6	48.0	71.5	76.1	52.3	57.4	61.7	56.6	51.9	48.4	40.6
To hire faculty "stars"	26.2	29.9	13.8	48.9	45.3	16.3	14.7	17.8	12.1	11.9	14.0	9.5
To recruit more minority students	50.7	53.1	42.8	56.0	50.6	53.5	50.0	54.0	48.3	45.5	44.3	17.8
To enhance the institution's national image	60.5	68.3	34.5	81.3	82.4	56.0	59.9	66.7	55.6	52.9	35.1	24.5
To create a diverse multi-cultural campus environment	53.6	54.6	50.4	55.6	53.4	56.3	51.6	56.5	50.8	45.2	51.8	24.6
To promote the religious/spiritual development of students [4]	21.6	24.8	11.0	7.5	52.5	8.9	53.7	34.6	78.4	65.8	9.9	30.1
To mentor new faculty [4]	34.4	33.6	37.2	30.5	35.1	33.3	37.2	36.8	38.2	37.0	37.3	35.5
Attributes noted as being VERY descriptive of your institution												
It is easy for students to see faculty outside of regular office hours	46.4	46.5	45.9	34.3	49.9	43.3	64.9	63.2	64.3	67.6	45.7	49.3
There is a great deal of conformity among the students	23.5	26.2	14.5	20.7	37.7	21.2	34.0	30.3	38.3	36.5	13.9	23.7
The faculty are typically at odds with campus administrators	18.6	17.0	23.9	15.6	12.8	22.0	14.6	13.4	17.1	14.7	21.9	57.9
Faculty here respect each other	39.2	36.8	47.4	30.5	41.2	33.5	47.1	48.4	44.6	46.7	47.3	48.5
Most students are treated like "numbers in a book"	4.4	4.9	2.8	8.9	2.1	4.9	1.2	1.9	0.5	0.8	2.9	1.7
Social activities are overemphasized	7.2	8.5	2.5	9.9	8.9	6.6	9.1	10.4	5.4	9.5	2.6	0.0
Students here do not usually socialize with one another	5.3	4.2	8.9	3.5	1.0	7.3	2.9	3.9	3.0	1.3	8.9	8.1
Faculty are rewarded for being good teachers	14.5	15.3	12.0	10.0	18.8	14.6	21.2	24.4	17.0	19.1	12.7	0.9
Attributes noted as being NOT descriptive of your institution												
It is easy for students to see faculty outside of regular office hours	7.8	8.3	6.0	11.4	7.1	9.2	3.8	5.3	3.4	2.0	6.2	1.7
There is a great deal of conformity among the students	24.2	22.2	30.9	28.0	15.3	24.5	15.4	21.4	11.6	9.3	31.8	16.2
The faculty are typically at odds with campus administrators	32.8	34.2	28.2	32.7	39.1	29.6	39.5	41.2	33.7	40.5	29.0	14.9
Faculty here respect each other	6.1	6.8	3.6	8.5	5.7	7.6	4.2	4.3	4.8	3.6	3.6	3.6
Most students are treated like "numbers in a book"	74.6	73.0	80.0	55.6	82.8	71.7	92.1	90.7	92.0	94.2	80.0	80.6
Social activities are overemphasized	68.5	64.3	82.9	62.0	58.7	71.1	61.1	60.2	70.0	57.1	82.4	90.6
Students here do not usually socialize with one another	64.3	71.3	41.0	73.3	87.1	58.1	77.6	76.4	67.9	85.0	41.2	38.1
Faculty are rewarded for being good teachers	31.0	29.4	36.7	34.4	23.0	31.0	23.9	21.7	27.0	25.0	35.7	53.3

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Aspects of job noted as satisfactory or very satisfactory [6]												
Salary and fringe benefits	49.0	47.8	53.0	46.6	56.3	45.6	47.9	51.8	44.8	44.2	54.8	19.9
Opportunity for scholarly pursuits	61.3	62.9	55.5	70.5	73.3	56.0	56.4	58.6	55.7	53.9	56.3	41.4
Teaching load	57.0	57.4	55.4	62.5	66.0	51.9	53.7	55.6	55.7	49.8	55.3	57.5
Quality of students	44.2	47.4	33.5	44.0	70.0	38.1	52.2	56.0	48.5	49.1	33.7	31.0
Office/lab space	62.1	62.9	59.4	61.4	70.2	58.7	66.5	65.3	66.7	68.1	58.8	69.7
Autonomy and independence	87.2	87.7	85.4	88.4	89.8	85.5	88.4	88.2	88.7	88.6	85.9	77.4
Professional relationships with other faculty	77.6	76.1	82.6	72.4	75.3	75.9	81.4	80.1	82.3	82.8	82.7	81.0
Social relationships with other faculty	63.9	62.6	68.4	57.1	63.0	63.3	68.8	67.2	71.5	69.5	68.3	70.2
Competency of colleagues	74.0	73.8	74.7	72.1	76.4	70.6	78.9	78.5	78.3	79.8	74.7	74.6
Visibility for jobs at other institutions/organizations	44.2	45.0	41.3	49.5	52.8	39.9	40.9	41.2	40.8	40.7	41.3	40.5
Job security	78.2	77.8	79.4	80.0	81.3	76.7	74.7	73.6	76.8	74.8	79.9	70.3
Relationships with administration	60.2	60.0	60.7	57.1	61.3	58.2	65.4	64.8	65.5	66.3	61.4	49.2
Overall job satisfaction	76.7	75.6	80.5	73.6	78.7	73.7	79.2	78.7	82.2	77.9	80.7	75.9
Opportunity to develop new ideas	77.8	78.3	76.1	79.6	82.7	74.7	78.8	79.0	80.6	77.5	76.3	72.7
Availability of child care at this institution	36.7	30.0	54.1	31.7	31.4	35.1	20.8	20.4	25.7	18.5	52.4	84.8
If you were to begin your career again, would you still want to be a college professor?												
Definitely yes	48.6	47.9	50.8	45.1	51.1	46.8	51.4	50.3	54.4	51.0	51.0	48.0
Probably yes	32.9	33.2	31.9	33.7	32.6	32.6	33.5	34.1	32.5	33.2	31.8	34.1
Not sure	11.9	12.2	11.0	13.2	10.7	12.8	10.9	11.1	9.0	11.9	11.1	9.2
Probably no	5.2	5.3	4.8	6.4	4.3	5.9	3.5	3.7	3.5	3.2	4.5	8.7
Definitely no	1.4	1.4	1.5	1.5	1.2	1.9	0.8	0.8	0.6	0.8	1.6	0.0
Factors noted as source of stress for you during the last two years [7]												
Managing household responsibilities	70.6	70.3	71.7	68.3	68.3	71.7	72.0	71.2	71.0	73.8	71.7	71.6
Child care	30.3	30.9	28.2	30.3	32.1	30.3	31.9	31.8	31.6	32.1	28.2	29.1
Care of elderly parent	32.0	31.1	35.0	30.5	31.2	31.1	32.0	31.6	34.5	31.0	35.0	35.7
My physical health	47.2	46.4	50.1	45.7	45.2	48.1	45.5	45.9	45.0	45.2	50.0	52.0
Review/promotion process	47.0	47.8	44.5	48.3	44.0	50.6	45.3	46.6	43.7	44.3	44.5	45.1
Subtle discrimination (e.g., prejudice, racism, sexism)	24.1	24.9	21.4	26.0	22.9	27.1	21.6	21.0	21.5	22.4	21.0	27.2
Personal finances	58.2	57.8	59.7	55.5	53.2	59.2	61.3	61.6	59.4	62.0	59.4	64.8
Committee work	62.3	61.6	64.4	60.5	59.0	64.3	61.1	58.0	63.6	64.0	63.5	81.0
Faculty meetings	54.3	53.1	58.4	52.1	50.8	55.7	52.3	50.0	55.9	53.4	57.5	74.1
Colleagues	54.8	56.0	50.8	58.1	53.8	57.4	52.6	51.2	51.6	55.0	50.3	59.0
Students	57.0	55.4	62.4	55.4	47.9	56.1	58.3	56.6	55.8	62.2	63.2	48.3
Research or publishing demands	47.3	58.0	11.1	66.9	64.1	55.6	46.3	50.6	47.9	39.4	11.2	9.9
Institutional procedures and "red tape"	70.7	69.4	75.2	73.5	61.3	73.9	62.2	60.5	65.1	62.8	74.7	84.5
Teaching load	64.9	64.1	67.6	60.3	53.8	68.5	68.7	66.2	66.9	73.3	67.5	69.1
Children's problems	28.3	27.9	29.4	27.5	29.9	27.4	28.3	28.0	28.7	28.6	29.3	32.1
Marital friction	21.2	21.4	20.6	22.2	21.4	20.9	20.8	21.4	20.4	20.3	20.6	20.9
Time pressures	82.9	83.7	80.4	83.3	84.0	82.7	85.4	84.9	83.9	86.9	79.9	88.7
Lack of personal time	77.5	77.9	76.2	77.6	75.9	77.8	79.7	79.4	79.0	80.5	75.4	90.6
Keeping up with information technology	69.3	67.1	76.7	67.6	61.1	68.2	68.1	65.3	71.7	69.9	76.3	82.5

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Evaluation methods used in most or all undergraduate classes												
Multiple-choice mid-term and/or final exams	32.5	28.2	46.7	27.4	21.3	33.2	26.3	22.4	30.9	28.9	46.7	46.7
Essay mid-term and/or final exams	42.2	44.6	34.4	40.5	49.6	42.4	50.0	51.9	47.4	48.8	34.8	26.2
Short-answer mid-term and/or final exams	36.4	37.2	33.8	35.8	37.2	37.1	39.2	38.6	38.3	40.4	34.1	28.8
Quizzes	38.7	34.5	52.5	32.1	27.8	38.2	36.0	33.2	35.5	40.2	52.8	46.9
Weekly essay assignments	19.0	18.0	22.2	15.7	20.7	17.5	20.2	22.3	18.3	18.3	22.1	22.6
Student presentations	36.0	38.5	27.7	34.7	37.3	38.6	43.8	44.3	43.3	43.4	28.0	22.7
Term/research papers	36.7	39.6	27.0	37.1	45.3	37.8	42.1	43.5	43.3	39.6	27.0	28.5
Student evaluations of each others' work	14.6	15.2	12.5	13.9	14.0	16.0	16.4	15.9	16.6	17.0	12.7	9.7
Grading on a curve	16.8	18.7	10.7	22.5	22.5	16.6	14.5	14.7	15.1	13.9	10.4	15.7
Competency-based grading	49.3	48.0	53.6	46.8	49.9	49.3	46.8	47.4	44.9	47.1	53.3	58.1
Instructional methods used in most or all undergraduate classes												
Class discussions	72.3	72.3	72.3	67.3	72.8	73.7	76.4	77.9	76.3	74.5	72.3	73.3
Computer or machine-aided instruction	29.7	28.2	34.8	27.2	25.3	31.4	26.6	25.2	28.8	27.2	34.8	34.4
Cooperative learning (small groups)	41.3	40.6	43.5	34.8	35.9	44.0	46.1	45.1	47.8	46.5	43.7	40.5
Experiential learning/Field studies	22.3	22.3	22.1	21.0	17.9	24.3	23.7	23.3	23.5	24.4	22.1	22.2
Teaching assistants	9.2	11.3	2.2	18.9	19.6	6.0	4.3	5.3	1.9	4.2	2.3	1.1
Recitals/Demonstrations	18.4	18.0	19.8	18.2	17.3	18.7	17.4	17.9	16.5	17.3	20.2	12.3
Group projects	26.8	27.8	23.6	26.3	25.2	29.6	28.9	29.1	29.2	28.3	24.2	12.4
Independent projects	35.0	36.3	30.8	33.4	35.0	37.8	38.7	40.8	35.9	37.5	31.1	24.6
Extensive lecturing	46.9	46.9	47.0	53.2	49.9	46.3	38.1	38.0	38.8	37.8	47.1	45.8
Multiple drafts of written work	18.5	19.1	16.3	16.1	20.2	20.2	21.1	22.7	19.4	19.8	16.7	10.7
Readings on racial and ethnic issues	18.6	19.6	15.4	17.4	19.5	20.7	20.8	20.8	23.1	19.6	15.6	13.3
Readings on women and gender issues	17.4	18.3	14.5	16.2	19.9	18.4	19.9	20.7	22.5	17.2	14.6	12.9
Student-developed activities (assignments, exams, etc.)	14.4	14.1	15.3	13.0	13.0	16.2	13.5	13.4	14.5	13.1	15.0	20.1
Student-selected topics for course content	10.2	10.3	9.9	9.5	9.2	11.4	10.6	11.4	10.5	9.7	10.0	7.9
Community service as part of coursework	5.1	5.1	5.1	4.3	4.5	5.7	5.5	4.6	8.1	5.1	5.0	5.9
What is the highest level of education reached by your father?												
8th grade or less	12.0	11.3	14.4	11.1	9.7	12.5	10.9	9.8	13.9	10.8	14.3	16.5
Some high school	8.7	8.1	10.8	7.9	7.7	8.9	7.5	7.4	9.6	6.6	11.3	3.3
Completed high school	22.4	21.2	26.4	20.1	19.2	23.1	21.1	19.7	24.3	21.3	26.4	27.4
Some college	14.4	14.0	15.8	13.8	13.0	14.4	14.4	14.2	13.7	15.0	15.2	26.1
Graduated from college	16.0	16.5	14.4	17.3	17.2	15.5	16.4	16.9	15.4	16.4	14.1	20.4
Attended graduate or professional school	6.5	6.7	5.9	6.8	7.5	6.1	7.1	7.8	6.5	6.6	6.0	3.8
Attained advanced degree	19.9	22.1	12.3	23.0	25.7	19.4	22.5	24.4	16.7	23.4	12.8	2.5
by your mother?												
8th grade or less	8.7	8.5	9.4	8.1	7.9	9.3	8.2	7.0	11.3	7.9	9.1	14.3
Some high school	8.1	7.7	9.6	7.9	6.8	8.4	6.9	7.3	8.2	5.7	9.8	6.2
Completed high school	33.1	31.6	38.2	31.1	29.2	32.7	32.0	29.7	36.1	32.7	38.2	38.8
Some college	17.3	17.4	16.9	16.9	17.3	17.7	17.7	17.9	16.4	18.1	16.7	20.6
Graduated from college	17.5	18.2	15.1	18.9	20.2	16.7	18.3	19.4	16.4	17.9	15.3	11.8
Attended graduate or professional school	5.4	5.7	4.5	5.6	6.8	5.2	5.6	6.1	4.2	5.8	4.7	1.2
Attained advanced degree	9.9	10.9	6.3	11.4	11.8	9.9	11.3	12.5	7.4	12.0	6.3	7.1

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Agrees strongly or somewhat												
Western civilization and culture should be the foundation of the undergraduate curriculum	55.8	56.9	52.3	52.1	60.9	56.0	62.0	60.8	64.6	62.3	51.9	58.9
College officials have the right to ban persons with extreme views from speaking on campus	27.9	27.4	29.5	20.9	33.4	24.2	36.8	35.1	34.9	40.4	29.1	37.2
The chief benefit of a college education is that it increases one's earning power	30.4	26.5	43.5	26.6	21.4	30.7	23.4	22.9	26.0	22.6	44.1	33.0
Promoting diversity leads to the admission of too many under-prepared students	28.0	28.0	28.0	28.8	24.9	30.4	25.4	26.0	25.5	24.7	27.8	32.2
Colleges should be actively involved in solving social problems	63.2	65.0	56.9	64.0	64.7	64.9	66.6	65.0	67.5	68.2	57.3	50.2
Tenure is an outmoded concept	31.1	30.0	34.6	28.1	30.3	29.9	32.5	31.3	32.7	34.1	34.2	40.6
Colleges should encourage students to be involved in community service activities	81.5	81.3	82.2	76.1	84.9	80.6	87.4	84.6	89.3	90.0	82.5	77.9
Community service should be given weight in college admissions decisions	56.0	56.9	53.1	52.7	61.9	55.6	61.5	62.0	63.3	59.7	53.5	46.2
Tenure is essential to attract the best minds to academe	64.1	67.2	53.4	71.6	69.7	66.9	60.7	62.2	62.3	57.6	54.3	37.6
A racially/ethnically diverse student body enhances the educational experience of all students	90.7	91.3	88.6	90.9	91.7	90.8	92.3	92.2	91.5	92.9	88.6	88.7
External pressures often prevent researchers from being completely objective in the conduct of their work [4]	63.3	62.0	67.5	61.3	60.4	63.0	62.6	62.7	60.2	64.0	67.4	70.4
How would you characterize your political views?												
Far left	5.3	5.9	3.3	6.2	6.1	5.9	5.6	6.8	5.0	4.3	3.3	2.4
Liberal	42.3	45.1	33.0	47.9	47.3	43.5	42.4	44.0	42.3	40.1	33.3	28.0
Middle-of-the-road	34.3	32.3	40.9	31.8	31.0	34.2	31.3	29.6	34.3	31.7	41.1	36.6
Conservative	17.7	16.3	22.6	13.8	15.4	16.0	20.4	19.2	18.1	23.5	22.0	32.9
Far right	0.3	0.3	0.3	0.3	0.2	0.4	0.4	0.4	0.2	0.4	0.3	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
MAJOR OF HIGHEST DEGREE HELD												
Agriculture	1.0	1.1	0.6	2.6	0.5	0.5	0.2	0.1	0.0	0.3	0.6	0.6
Architecture or Urban Planning	0.5	0.6	0.3	1.3	1.0	0.2	0.1	0.1	0.1	0.0	0.3	0.0
Bacteriology, Molecular Biology	1.1	1.0	1.5	1.2	1.1	0.7	1.1	1.2	1.5	0.9	1.5	1.2
Biochemistry	0.6	0.6	0.6	0.9	0.6	0.4	0.6	0.5	0.4	0.8	0.6	0.6
Biophysics	0.1	0.1	0.0	0.3	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0
Botany	0.6	0.7	0.4	0.9	0.6	0.7	0.5	0.6	0.2	0.6	0.4	0.0
Environmental Science	0.4	0.4	0.4	0.5	0.6	0.3	0.3	0.4	0.2	0.2	0.4	0.0
Marine (life) Sciences	0.2	0.2	0.1	0.1	0.1	0.3	0.1	0.2	0.1	0.1	0.1	0.0
Physiology, Anatomy	0.8	0.8	0.7	1.1	0.5	0.7	0.8	0.7	0.9	0.9	0.7	0.0
General, Other Biological Science	1.7	1.5	2.5	2.0	1.1	1.2	1.3	1.3	1.5	1.2	2.6	1.3
Accounting	1.3	1.3	1.5	1.0	1.3	1.6	1.2	1.4	1.0	1.2	1.4	4.5
Finance	0.7	0.8	0.5	0.6	0.8	1.1	0.7	0.7	0.9	0.6	0.5	0.6
International Business	0.2	0.1	0.3	0.0	0.2	0.1	0.3	0.3	0.0	0.3	0.3	0.0
Marketing	1.0	1.0	0.8	1.1	1.1	1.1	0.8	0.7	1.3	0.6	0.8	0.0
Management	1.8	1.8	1.8	1.4	1.4	2.1	2.2	2.3	2.7	1.7	1.7	3.5
Secretarial Studies	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
General, Other Business	1.0	0.8	1.6	0.5	0.5	1.1	0.9	0.5	1.3	1.2	1.5	3.8
Computer Science	1.3	1.2	1.5	1.1	0.8	1.2	1.5	1.7	1.4	1.2	1.6	0.0
Business Education	0.5	0.3	1.4	0.1	0.0	0.5	0.3	0.4	0.3	0.3	1.3	4.3
Elementary Education	0.8	0.9	0.4	0.5	0.3	1.4	1.1	0.8	1.2	1.4	0.4	0.0
Educational Administration	1.4	1.2	2.1	0.5	0.6	1.3	2.1	2.4	1.5	1.9	2.1	2.2
Educational Psychology and Counseling	0.9	0.8	1.1	0.5	0.7	0.9	1.1	1.0	1.6	0.8	1.0	2.0
Higher Education	1.8	1.3	3.3	0.9	0.5	1.6	1.7	1.4	2.3	1.9	3.4	2.5
Music or Art Education	0.5	0.6	0.3	0.7	0.3	0.6	0.5	0.5	0.4	0.7	0.3	0.0
Physical or Health Education	1.9	1.9	2.0	1.5	0.9	2.7	2.1	1.7	0.8	3.3	2.1	0.0
Secondary Education	1.2	0.8	2.6	0.6	0.5	1.2	0.8	0.7	0.5	1.0	2.7	0.0
Special Education	0.8	0.9	0.6	0.6	0.3	1.2	1.0	0.8	1.2	1.3	0.6	0.0
General, Other Education Fields	3.8	3.3	5.4	2.5	1.5	4.4	3.8	4.0	3.5	3.9	5.4	6.5
Aero-/astronautical Engineering	0.2	0.2	0.1	0.2	0.4	0.1	0.1	0.1	0.0	0.1	0.2	0.0
Chemical Engineering	0.4	0.5	0.2	0.9	0.8	0.2	0.1	0.1	0.0	0.1	0.2	0.0
Civil Engineering	0.7	0.9	0.3	1.3	1.6	0.6	0.1	0.1	0.0	0.2	0.3	0.0
Electrical Engineering	1.0	0.9	1.2	1.3	1.6	0.9	0.2	0.2	0.1	0.3	1.3	0.0
Industrial Engineering	0.3	0.3	0.3	0.4	0.2	0.3	0.1	0.1	0.2	0.1	0.3	0.0
Mechanical Engineering	0.8	0.9	0.5	1.7	0.6	0.8	0.2	0.2	0.0	0.2	0.5	0.0
Nuclear Engineering	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Engineering Fields	0.8	0.9	0.6	1.7	0.8	0.7	0.1	0.2	0.0	0.0	0.7	0.0
Ethnic Studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
MAJOR OF HIGHEST DEGREE HELD												
Art	2.3	2.3	2.2	2.2	2.0	2.4	2.3	2.3	2.3	2.2	2.2	2.5
Dramatics or Speech	1.9	1.9	1.7	1.7	1.4	1.9	2.4	2.4	1.5	2.8	1.7	1.8
Music	3.1	3.5	1.6	3.5	3.3	3.0	4.1	4.3	2.1	5.1	1.5	3.5
Other Fine Arts	1.0	1.0	0.9	1.2	1.2	0.9	0.8	0.9	0.8	0.7	0.9	1.0
Forestry	0.1	0.2	0.1	0.4	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.0
Geography	0.6	0.6	0.2	0.9	0.5	0.8	0.2	0.3	0.1	0.2	0.3	0.0
Dentistry	0.2	0.1	0.5	0.3	0.1	0.1	0.0	0.0	0.0	0.0	0.5	0.0
Health Technology	0.1	0.0	0.5	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.5	0.0
Medicine or Surgery	0.3	0.4	0.1	0.9	0.2	0.2	0.1	0.1	0.0	0.1	0.1	0.0
Nursing	2.6	1.9	5.0	1.6	1.3	2.2	2.0	0.8	5.5	1.7	4.9	8.3
Pharmacy, Pharmacology	0.3	0.4	0.0	0.9	0.5	0.1	0.2	0.1	0.0	0.3	0.0	0.0
Therapy (Speech, Physical, Occupational)	0.6	0.7	0.3	0.6	0.3	1.0	0.6	0.7	0.8	0.2	0.1	2.5
Veterinary Medicine	0.1	0.1	0.3	0.1	0.0	0.1	0.0	0.0	0.1	0.0	0.3	0.0
General, Other Health Fields	0.8	0.7	1.0	0.9	0.3	0.8	0.7	0.3	1.0	1.0	1.0	0.6
Home Economics	0.3	0.3	0.2	0.4	0.1	0.4	0.1	0.1	0.2	0.1	0.2	0.0
English Language and Literature	6.8	6.2	8.8	5.2	6.0	6.2	7.6	7.9	7.7	7.3	8.8	8.0
Foreign Languages and Literature	1.0	1.2	0.3	1.2	2.1	0.7	1.4	1.7	1.4	0.9	0.3	0.0
French	0.7	0.8	0.2	0.9	1.1	0.6	0.9	0.9	0.6	1.0	0.2	0.0
German	0.5	0.6	0.0	0.6	1.0	0.4	0.6	0.6	0.4	0.6	0.0	0.0
Spanish	1.0	1.1	0.6	1.0	1.6	0.9	1.4	1.2	1.5	1.5	0.7	0.0
Other Foreign Languages	0.5	0.6	0.1	0.9	1.1	0.3	0.4	0.6	0.2	0.1	0.2	0.0
History	3.9	4.4	2.2	4.0	5.7	4.3	4.6	4.9	4.5	4.4	2.2	2.0
Linguistics	0.9	0.9	0.8	1.2	1.5	0.8	0.3	0.4	0.2	0.3	0.8	0.0
Philosophy	1.8	2.0	0.8	1.6	3.7	1.7	2.3	2.2	3.4	1.8	0.9	0.0
Religion or Theology	1.5	1.7	0.8	0.5	3.2	0.5	4.1	2.9	5.4	4.9	0.4	7.5
General, Other Humanities Fields	1.2	1.4	0.5	1.8	1.5	0.9	1.5	1.6	1.3	1.4	0.5	0.0
Journalism	0.6	0.7	0.5	0.8	0.6	0.7	0.6	0.5	0.4	0.7	0.5	0.0
Law	0.8	0.7	1.1	0.6	0.8	0.7	0.7	0.7	1.3	0.4	0.9	3.5
Law Enforcement	0.2	0.1	0.6	0.0	0.1	0.2	0.1	0.1	0.1	0.2	0.6	0.0
Library Science	0.3	0.3	0.5	0.3	0.2	0.3	0.3	0.2	0.3	0.4	0.4	0.8
Mathematics and/or Statistics	5.6	5.1	7.2	5.1	5.2	5.3	4.9	4.8	4.9	5.1	7.4	4.3
Military Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
MAJOR OF HIGHEST DEGREE HELD												
Astronomy	0.2	0.2	0.2	0.3	0.0	0.1	0.2	0.3	0.0	0.1	0.2	0.0
Atmospheric Sciences	0.1	0.1	0.2	0.1	0.1	0.2	0.0	0.0	0.1	0.1	0.1	1.8
Chemistry	2.9	2.9	2.8	2.5	2.8	2.8	3.6	3.2	3.5	4.3	2.8	3.5
Earth Sciences	1.2	1.3	0.7	1.7	0.9	1.6	0.7	1.0	0.3	0.3	0.7	0.3
Marine Sciences (including Oceanography)	0.2	0.2	0.0	0.2	0.2	0.2	0.1	0.2	0.0	0.0	0.1	0.0
Physics	1.9	2.0	1.6	2.0	2.4	1.9	1.8	2.0	1.1	1.9	1.6	1.0
General, Other Physical Sciences	0.1	0.1	0.2	0.2	0.2	0.1	0.1	0.0	0.1	0.2	0.3	0.0
Clinical Psychology	0.9	1.0	0.4	0.8	0.9	1.2	1.0	1.3	1.1	0.6	0.5	0.0
Counseling and Guidance	0.6	0.5	1.0	0.2	0.3	0.5	0.9	1.1	0.8	0.7	1.1	0.0
Experimental Psychology	1.2	1.5	0.5	1.3	1.4	1.6	1.5	1.7	1.5	1.3	0.5	0.0
Social Psychology	0.7	0.8	0.5	0.7	0.7	0.9	0.8	0.7	0.8	0.9	0.5	0.0
General, Other Psychology	1.2	1.2	1.3	0.7	1.1	1.5	1.4	1.5	1.3	1.4	1.3	0.6
Anthropology	1.2	1.4	0.7	1.8	1.7	1.4	0.7	1.1	0.2	0.5	0.7	0.0
Archaeology	0.2	0.2	0.1	0.3	0.4	0.1	0.1	0.1	0.2	0.0	0.1	0.0
Economics	2.2	2.5	0.9	2.3	4.0	2.1	2.7	2.9	2.6	2.4	0.9	1.8
Political Science, Government	2.5	2.8	1.2	2.4	4.3	2.4	3.2	3.9	2.4	2.6	1.1	3.6
Sociology	2.5	2.7	1.7	3.0	2.9	2.7	2.2	2.1	2.6	2.1	1.8	0.0
General, Other Social Sciences	1.0	1.1	0.5	1.3	1.2	1.1	0.8	0.7	1.2	0.8	0.5	0.0
Social Work, Social Welfare	0.7	0.8	0.6	0.6	0.3	1.0	1.0	0.7	1.8	0.9	0.6	0.0
Building Trades	0.2	0.1	0.4	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.4	0.0
Data Processing, Computer Programming	0.2	0.1	0.7	0.0	0.0	0.1	0.2	0.3	0.0	0.1	0.5	3.6
Drafting/design	0.1	0.0	0.3	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.3	0.0
Electronics	0.1	0.0	0.4	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.4	0.0
Industrial Arts	0.2	0.1	0.4	0.1	0.1	0.2	0.0	0.0	0.0	0.0	0.4	0.0
Mechanics	0.2	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0
Other Technical	0.3	0.1	0.9	0.1	0.0	0.3	0.1	0.1	0.0	0.1	0.8	3.6
Other Vocational	0.3	0.1	1.0	0.1	0.1	0.1	0.0	0.1	0.0	0.0	1.0	0.0
Women's Studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Fields	2.3	2.4	2.0	2.3	1.7	2.8	2.1	2.4	2.1	1.8	2.2	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Agriculture	1.1	1.3	0.5	3.2	0.5	0.5	0.1	0.2	0.0	0.1	0.6	0.0
Architecture or Urban Planning	0.6	0.7	0.2	1.5	1.2	0.1	0.0	0.1	0.0	0.0	0.2	0.0
Bacteriology, Molecular Biology	0.4	0.5	0.3	0.8	0.5	0.2	0.4	0.4	0.6	0.1	0.4	0.0
Biochemistry	0.3	0.3	0.0	0.8	0.4	0.1	0.1	0.1	0.0	0.1	0.0	0.0
Biophysics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Botany	0.1	0.2	0.0	0.4	0.3	0.1	0.0	0.0	0.0	0.1	0.0	0.0
Environmental Science	0.4	0.4	0.3	0.4	0.6	0.4	0.4	0.6	0.1	0.2	0.3	0.3
Marine (life) Sciences	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.1	0.0	0.0
Physiology, Anatomy	0.3	0.3	0.2	0.6	0.0	0.1	0.1	0.2	0.2	0.1	0.2	0.0
Zoology	0.3	0.4	0.1	0.8	0.4	0.1	0.1	0.0	0.1	0.3	0.1	0.0
General, Other Biological Science	4.4	3.9	6.0	2.8	3.6	4.1	5.0	4.8	4.6	5.5	6.2	3.3
Accounting	1.6	1.5	2.2	1.0	1.3	1.9	1.6	1.6	2.3	1.4	2.1	5.0
Finance	0.6	0.8	0.1	0.7	1.0	1.0	0.5	0.6	0.6	0.3	0.1	0.0
International Business	0.1	0.1	0.1	0.0	0.2	0.1	0.2	0.2	0.0	0.1	0.1	0.0
Marketing	0.9	1.0	0.6	1.1	1.2	1.1	0.6	0.5	1.0	0.5	0.7	0.0
Management	2.1	2.3	1.1	1.7	1.9	2.7	3.0	3.0	3.6	2.6	1.0	3.3
Secretarial Studies	0.2	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	1.3
General, Other Business	1.8	1.5	3.0	1.0	1.1	1.5	2.3	1.6	2.7	3.1	3.1	1.9
Computer Science	2.0	1.9	2.2	1.5	0.9	2.3	2.3	2.6	2.7	1.7	2.1	4.6
Business Education	0.1	0.1	0.2	0.1	0.0	0.3	0.1	0.0	0.0	0.1	0.3	0.0
Elementary Education	1.4	1.7	0.3	0.9	0.5	2.5	2.3	2.1	2.5	2.5	0.3	0.0
Educational Administration	0.2	0.2	0.0	0.1	0.1	0.3	0.3	0.4	0.2	0.1	0.0	0.0
Educational Psychology and Counseling	0.3	0.3	0.2	0.2	0.2	0.4	0.3	0.4	0.3	0.1	0.2	0.0
Higher Education	0.2	0.2	0.3	0.2	0.1	0.2	0.3	0.2	0.3	0.5	0.3	0.6
Music or Art Education	0.2	0.3	0.0	0.4	0.2	0.3	0.2	0.2	0.1	0.2	0.0	0.0
Physical or Health Education	2.3	2.2	2.6	1.4	1.1	3.1	2.8	2.2	0.8	4.7	2.8	0.0
Secondary Education	0.5	0.7	0.1	0.4	0.5	0.9	0.7	0.6	0.5	0.9	0.1	0.0
Special Education	0.6	0.7	0.2	0.4	0.3	1.2	0.7	0.7	0.9	0.6	0.3	0.0
General, Other Education Fields	1.8	2.0	1.0	1.8	0.8	2.1	2.8	2.8	2.5	2.8	1.0	1.6
Aeronautical/astronautical Engineering	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Chemical Engineering	0.3	0.4	0.0	0.9	0.9	0.1	0.0	0.1	0.0	0.0	0.0	0.0
Civil Engineering	0.6	0.8	0.1	1.3	1.9	0.4	0.1	0.1	0.0	0.1	0.1	0.0
Electrical Engineering	0.8	0.9	0.5	1.3	1.9	0.6	0.1	0.1	0.1	0.3	0.5	0.0
Industrial Engineering	0.1	0.2	0.0	0.5	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Mechanical Engineering	0.8	0.9	0.3	1.6	0.9	0.7	0.2	0.2	0.0	0.2	0.3	0.0
Nuclear Engineering	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Engineering Fields	1.0	1.1	0.6	1.8	0.9	1.1	0.2	0.2	0.0	0.2	0.6	0.0
Ethnic Studies	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
							All	Non-		Other		
	Institutions	Univ/4yr	2 yr	Public	Private	Public	Private	sectarian	Catholic	Religious	Public	Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Art	2.6	2.6	2.3	2.6	2.4	2.8	2.6	2.6	2.5	2.5	2.3	3.3
Dramatics or Speech	1.9	1.9	1.6	1.8	1.6	1.8	2.5	2.6	1.7	2.8	1.5	1.9
Music	3.2	3.6	1.6	3.6	3.1	3.2	4.4	4.4	2.6	5.6	1.5	3.7
Other Fine Arts	0.8	0.9	0.5	1.1	1.3	0.7	0.5	0.6	0.5	0.4	0.6	0.0
Forestry	0.2	0.2	0.0	0.5	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0
Geography	0.5	0.6	0.2	0.9	0.5	0.7	0.1	0.2	0.1	0.1	0.2	0.0
Dentistry	0.4	0.2	0.8	0.5	0.1	0.2	0.0	0.0	0.0	0.0	0.9	0.0
Health Technology	0.2	0.1	0.8	0.2	0.0	0.1	0.0	0.0	0.1	0.0	0.8	0.0
Medicine or Surgery	0.4	0.5	0.1	1.1	0.1	0.3	0.1	0.1	0.0	0.0	0.1	0.0
Nursing	3.1	2.5	5.4	2.4	1.6	2.9	2.4	1.0	6.4	1.9	5.3	8.7
Pharmacy, Pharmacology	0.4	0.5	0.0	1.1	0.5	0.0	0.2	0.3	0.1	0.3	0.0	0.0
Therapy (Speech, Physical, Occupational)	0.8	1.0	0.4	0.9	0.4	1.3	0.9	1.1	1.5	0.2	0.3	2.7
Veterinary Medicine	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
General, Other Health Fields	1.2	1.0	1.7	1.4	0.4	1.1	0.8	0.7	1.3	0.6	1.7	1.3
Home Economics	0.3	0.4	0.1	0.5	0.1	0.6	0.2	0.2	0.2	0.2	0.1	0.0
English Language and Literature	7.6	6.9	10.1	5.8	6.4	6.9	8.3	8.4	8.1	8.4	10.3	6.4
Foreign Languages and Literature	2.2	2.7	0.8	2.7	3.3	2.3	2.9	2.5	3.5	2.9	0.8	0.0
French	0.4	0.5	0.0	0.6	1.1	0.1	0.4	0.6	0.0	0.4	0.0	0.0
German	0.3	0.4	0.0	0.6	1.0	0.1	0.3	0.3	0.1	0.4	0.0	0.0
Spanish	0.6	0.7	0.4	0.6	1.5	0.4	0.8	0.9	0.6	0.8	0.4	0.0
Other Foreign Languages	0.5	0.5	0.3	0.8	1.0	0.1	0.4	0.7	0.2	0.2	0.3	0.0
History	3.5	4.1	1.5	3.4	5.1	4.2	4.4	4.5	4.6	4.2	1.6	0.0
Linguistics	0.3	0.4	0.1	0.5	0.9	0.4	0.0	0.1	0.0	0.0	0.1	0.0
Philosophy	1.6	1.9	0.9	1.3	3.5	1.6	2.0	2.0	3.2	1.4	1.0	0.0
Religion or Theology	1.5	1.8	0.4	0.4	3.9	0.4	4.3	3.0	5.8	5.3	0.0	7.8
General, Other Humanities Fields	1.4	1.4	1.6	1.5	1.3	1.1	1.5	2.0	1.0	1.3	1.5	2.6
Journalism	0.7	0.8	0.4	0.9	1.0	0.8	0.6	0.6	0.8	0.6	0.3	1.1
Law	0.2	0.1	0.2	0.2	0.2	0.1	0.1	0.1	0.0	0.1	0.2	0.0
Law Enforcement	0.5	0.3	1.0	0.1	0.1	0.6	0.3	0.2	0.8	0.3	1.0	0.0
Library Science	0.3	0.3	0.5	0.3	0.2	0.3	0.3	0.2	0.2	0.4	0.5	0.9
Mathematics and/or Statistics	6.2	5.2	9.7	4.9	4.9	5.7	5.1	4.9	4.8	5.7	9.7	8.7
Military Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

ALL RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Astronomy	0.1	0.1	0.1	0.2	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.0
Atmospheric Sciences	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0
Chemistry	2.9	2.8	3.0	2.0	2.5	3.0	3.9	3.2	3.7	5.0	2.9	3.6
Earth Sciences	1.2	1.4	0.4	1.8	1.1	1.7	0.6	1.0	0.1	0.4	0.4	0.0
Marine Sciences (including Oceanography)	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.0
Physics	1.7	1.8	1.4	1.8	2.1	2.0	1.6	1.8	0.8	1.7	1.5	0.0
General, Other Physical Sciences	0.4	0.2	1.1	0.1	0.2	0.3	0.2	0.2	0.1	0.2	1.2	0.0
Clinical Psychology	0.4	0.5	0.1	0.5	0.4	0.5	0.4	0.5	0.4	0.4	0.1	0.0
Counseling and Guidance	0.2	0.2	0.5	0.2	0.1	0.1	0.2	0.3	0.3	0.2	0.4	2.0
Experimental Psychology	0.7	0.9	0.0	1.0	1.0	1.0	0.6	0.9	0.3	0.4	0.0	0.0
Social Psychology	0.2	0.2	0.1	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.0
General, Other Psychology	2.6	2.5	2.6	1.3	2.1	3.2	3.5	3.7	3.4	3.4	2.7	1.1
Anthropology	1.1	1.3	0.5	1.9	1.7	1.2	0.5	0.8	0.2	0.2	0.5	0.0
Archaeology	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Economics	1.8	2.1	0.9	1.9	3.6	1.6	2.1	2.4	1.6	1.9	0.9	1.9
Political Science, Government	2.2	2.6	0.9	2.3	4.1	2.2	2.9	3.7	1.9	2.2	0.7	5.2
Sociology	2.2	2.5	1.2	2.8	2.5	2.5	2.2	2.0	2.5	2.2	1.3	0.0
General, Other Social Sciences	2.0	1.5	3.7	1.4	1.6	1.6	1.6	1.6	1.7	1.4	3.6	4.6
Social Work, Social Welfare	0.8	0.8	0.7	0.6	0.4	0.9	1.1	0.9	1.9	0.9	0.7	0.0
Building Trades	0.3	0.2	0.6	0.1	0.0	0.4	0.0	0.0	0.0	0.1	0.7	0.0
Data Processing, Computer Programming	0.6	0.2	1.9	0.0	0.0	0.3	0.4	0.5	0.2	0.2	1.8	5.1
Drafting/design	0.4	0.1	1.4	0.1	0.1	0.1	0.1	0.2	0.0	0.0	1.4	0.0
Electronics	0.4	0.1	1.3	0.0	0.1	0.2	0.0	0.0	0.0	0.0	1.4	0.0
Industrial Arts	0.1	0.1	0.2	0.1	0.1	0.2	0.0	0.0	0.0	0.0	0.2	0.0
Mechanics	0.4	0.1	1.4	0.0	0.0	0.1	0.0	0.0	0.0	0.1	1.5	1.0
Other Technical	0.8	0.3	2.4	0.3	0.1	0.6	0.1	0.1	0.0	0.1	2.3	3.8
Other Vocational	0.4	0.1	1.5	0.0	0.0	0.3	0.0	0.0	0.0	0.0	1.6	0.0
Women's Studies	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.0
All Other Fields	3.4	3.3	3.7	3.3	2.6	3.8	2.9	3.4	2.9	2.3	3.9	0.7

National Normative Data for the 2001-02 HERI Faculty Survey

Male Faculty

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Number of Respondents	19,300	17,833	1,467	3,861	2,531	5,009	6,432	2,913	1,015	2,504	1,430	37
Age as of December 31, 2001												
Less than 30	1.1	1.1	0.9	0.9	0.8	1.1	1.6	1.3	2.1	1.9	1.0	0.0
30 to 34	5.6	5.8	4.9	5.1	5.1	6.1	6.8	6.8	5.9	7.2	5.1	1.1
35 to 39	9.0	9.5	7.0	9.0	10.2	9.4	10.0	9.4	8.9	11.3	7.2	4.2
40 to 44	11.0	11.3	9.8	10.8	11.6	10.9	12.2	11.7	10.3	13.9	9.3	17.6
45 to 49	14.4	14.3	14.5	14.6	12.1	14.1	15.6	16.2	12.5	16.4	13.9	23.5
50 to 54	18.1	17.3	21.6	17.1	15.9	17.7	17.9	17.3	20.1	17.5	21.9	15.5
55 to 59	19.6	18.9	22.5	17.9	19.0	20.8	17.7	18.2	19.9	15.9	22.7	18.4
60 to 64	13.9	14.2	12.3	15.8	14.3	13.9	12.3	12.5	11.8	12.3	12.2	13.6
65 to 69	5.1	5.2	4.5	6.0	7.2	4.3	4.0	4.5	5.5	2.6	4.7	1.6
70 or more	2.3	2.4	2.1	2.8	3.7	1.8	1.9	2.1	3.1	1.0	2.0	4.6
What is your present academic rank?												
Professor	42.6	44.3	35.5	48.9	49.7	41.9	37.2	38.8	30.9	38.2	35.4	37.8
Associate Professor	26.4	27.6	21.0	27.6	26.1	27.4	29.0	27.8	35.3	27.4	20.8	25.0
Assistant Professor	21.1	21.4	19.6	17.9	19.1	23.4	25.5	23.5	28.2	26.9	18.7	34.1
Lecturer	2.2	2.5	1.0	2.6	3.0	2.8	1.8	2.6	1.7	0.8	1.1	0.0
Instructor	6.7	3.2	21.5	2.2	1.2	3.6	5.4	6.2	3.0	5.6	22.8	0.0
Other	1.0	0.9	1.4	0.7	0.9	0.8	1.1	1.2	0.8	1.2	1.3	3.1
What is your administrative title?												
Not applicable	75.4	75.2	76.6	77.7	75.7	76.3	69.5	71.4	69.3	66.9	77.6	60.8
Director, coordinator, or administrator of an institute, center, lab or specially-funded program	10.0	10.7	7.1	10.8	12.7	10.6	9.5	9.5	9.4	9.5	6.9	9.3
Department Chair	9.6	8.9	12.3	4.9	6.0	8.8	16.9	14.7	18.2	19.2	11.8	20.9
Dean	0.2	0.2	0.1	0.1	0.1	0.2	0.5	0.4	0.2	0.9	0.1	1.1
Associate or Assistant Dean	0.6	0.7	0.1	0.9	0.8	0.4	0.7	0.7	0.2	0.9	0.1	0.0
Vice-President, Provost, Vice-Chancellor	0.1	0.1	0.4	0.1	0.1	0.1	0.1	0.1	0.3	0.1	0.1	4.7
President, Chancellor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	4.1	4.2	3.4	5.5	4.6	3.6	2.9	3.3	2.5	2.5	3.4	3.2
What is your principal activity in your current position at this institution?												
Administration	4.0	4.1	3.6	4.8	3.7	4.2	3.0	3.1	2.1	3.3	3.2	9.4
Teaching	88.6	86.8	95.7	76.8	80.9	93.6	96.3	96.1	97.2	96.0	96.0	90.6
Research	6.7	8.3	0.0	17.2	15.0	1.6	0.3	0.4	0.3	0.2	0.0	0.0
Services to clients and patients	0.4	0.4	0.5	0.8	0.2	0.3	0.1	0.1	0.1	0.2	0.5	0.0
Other	0.3	0.3	0.3	0.4	0.2	0.3	0.3	0.3	0.3	0.4	0.3	0.0
Racial/Ethnic group [1]												
White/Caucasian	90.3	90.1	91.4	89.7	91.8	87.8	92.6	91.9	94.3	92.7	91.4	91.1
African American/Black	2.1	2.2	1.9	1.8	2.3	2.6	2.2	2.2	1.1	2.9	1.7	3.7
American Indian	1.4	1.2	2.3	0.9	0.8	1.6	1.2	1.2	0.4	1.6	1.7	11.1
Asian American/Asian	4.3	4.6	2.8	5.3	4.1	5.5	2.7	2.7	3.0	2.5	2.9	1.1
Mexican American/Chicano	0.9	0.8	1.5	0.7	0.8	1.0	0.4	0.4	0.5	0.4	1.6	0.0
Puerto Rican American	0.3	0.3	0.3	0.3	0.2	0.5	0.4	0.4	0.3	0.4	0.3	0.0
Other Latino	1.4	1.5	1.1	1.5	2.0	1.4	1.2	1.4	0.9	1.1	1.2	0.0
Other	2.6	2.6	2.6	2.2	2.1	3.4	2.4	2.9	1.9	1.8	2.6	3.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Highest degree earned												
Bachelor's (B.A., B.S., etc.)	2.3	0.8	8.4	0.8	1.0	0.7	0.8	1.0	0.6	0.6	8.6	6.0
Master's (M.A., M.S., etc.)	20.2	12.4	53.6	9.5	6.7	13.9	18.2	18.4	17.3	18.4	53.5	55.2
LL.B., J.D.	0.7	0.6	1.2	0.5	0.5	0.7	0.7	0.8	0.9	0.4	0.9	5.7
M.D., D.D.S. (or equivalent)	0.6	0.6	0.6	1.2	0.3	0.5	0.2	0.1	0.2	0.3	0.6	0.0
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.7	0.6	0.8	0.6	0.8	0.5	0.9	0.9	0.2	1.3	0.6	3.1
Ed.D.	3.3	3.3	3.5	1.9	1.6	5.2	4.0	3.9	4.9	3.6	3.7	0.0
Ph.D.	67.4	77.9	22.3	82.3	85.4	74.6	71.3	71.2	72.2	71.1	21.8	30.0
Other degree	3.8	3.2	6.4	2.6	3.4	3.4	3.6	3.1	3.5	4.2	6.8	0.0
None	1.0	0.5	3.2	0.6	0.5	0.5	0.4	0.6	0.2	0.2	3.5	0.0
Field of highest degree [2]												
Agriculture or Forestry	1.6	1.7	1.2	3.8	0.6	0.9	0.3	0.2	0.1	0.5	1.2	1.2
Biological Sciences	7.3	7.5	6.6	8.9	7.2	6.3	7.1	6.7	6.6	7.8	6.9	1.2
Business	7.0	6.7	8.0	5.3	5.6	8.4	7.1	7.1	8.9	6.2	7.6	13.9
Education	10.1	8.7	16.0	5.7	4.2	12.1	11.2	10.3	10.7	12.6	15.8	18.5
Engineering	6.1	6.3	5.5	10.3	7.4	5.1	1.3	1.3	0.5	1.7	5.8	0.0
English	5.5	5.2	6.6	4.5	4.5	5.2	6.7	6.5	7.3	6.6	6.6	6.7
Health related	2.0	2.1	1.6	3.6	1.1	1.6	1.2	0.9	1.7	1.2	1.7	0.0
History or Political Science	7.7	8.4	4.9	6.9	11.0	8.0	9.7	10.5	10.0	8.5	4.6	8.4
Humanities	8.5	9.5	4.2	7.7	15.6	6.0	13.0	12.1	15.0	13.4	3.7	12.2
Fine Arts	8.9	9.3	6.9	9.5	8.9	9.1	9.7	10.4	6.3	10.5	7.2	1.7
Mathematics or Statistics	6.3	6.0	7.5	6.2	5.7	6.1	5.6	5.4	5.9	5.8	7.8	3.4
Physical Sciences	9.5	9.5	9.1	9.9	8.8	10.2	8.6	9.0	7.0	8.8	9.1	9.8
Social Sciences	12.1	13.1	7.5	12.6	15.1	13.5	12.2	12.6	13.7	10.9	7.7	3.4
Other Technical	3.0	1.9	7.6	1.5	1.0	2.5	2.3	2.8	1.8	1.7	7.3	13.3
Other Non-technical	4.6	4.1	7.0	3.7	3.1	5.0	4.0	4.0	4.4	3.7	7.0	6.4
Year highest degree earned												
Before 1964	3.6	3.8	3.1	5.2	5.8	2.2	2.4	2.5	3.1	1.7	2.8	7.6
1964 to 1968	8.6	8.6	8.5	11.2	11.2	6.8	5.4	5.9	6.0	4.3	9.1	0.0
1969 to 1973	15.7	15.6	16.4	16.2	17.4	15.6	13.5	15.4	12.6	11.5	16.4	15.0
1974 to 1978	14.2	14.0	14.9	14.7	14.6	13.7	12.9	12.3	15.2	12.6	14.9	15.3
1979 to 1983	12.2	12.1	12.7	11.8	11.9	11.8	13.1	13.8	13.6	11.8	13.1	6.2
1984 to 1988	12.2	12.3	11.8	12.2	10.4	12.6	13.0	12.4	13.2	13.7	11.1	21.2
1989 to 1993	13.4	13.1	14.7	11.0	12.7	14.3	14.9	14.6	14.1	15.7	14.6	15.8
1994 to 1998	13.4	13.8	11.6	11.7	10.8	15.6	16.6	15.7	12.2	20.2	11.5	13.1
1999 to 2001	6.7	6.8	6.3	6.0	5.2	7.4	8.3	7.4	10.0	8.6	6.3	5.8
Degree currently working on												
Bachelor's (B.A., B.S., etc.)	1.4	0.3	6.4	0.2	0.1	0.5	0.1	0.2	0.0	0.0	6.7	0.0
Master's (M.A., M.S., etc.)	3.2	1.2	12.0	1.2	1.0	1.5	1.0	1.5	0.5	0.6	12.6	0.0
LL.B., J.D.	0.1	0.1	0.2	0.0	0.0	0.2	0.2	0.4	0.2	0.0	0.2	0.0
M.D., D.D.S. (or equivalent)	2.4	2.8	0.9	2.7	3.6	2.5	2.7	2.9	2.9	2.4	1.0	0.0
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.1	0.1	0.1	0.1	0.3	0.1	0.2	0.1	0.0	0.5	0.1	0.0
Ed.D.	1.7	1.4	3.2	0.5	0.7	1.5	2.8	3.6	0.8	2.6	3.4	0.0
Ph.D.	7.7	6.4	13.8	3.6	2.1	7.9	10.8	10.6	8.6	12.0	13.1	25.4
Other degree	1.3	1.0	2.5	0.7	0.8	0.9	1.6	1.1	1.8	2.1	2.3	4.6
None	82.1	86.7	61.0	91.0	91.4	84.8	80.5	79.7	85.1	79.7	60.5	70.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Department of your current faculty appointment [3]												
Agriculture or Forestry	1.7	1.9	0.9	4.5	0.7	0.8	0.2	0.2	0.0	0.2	1.0	0.0
Biological Sciences	6.8	6.9	6.7	7.5	6.8	6.1	7.0	6.8	6.2	7.7	7.0	1.3
Business	8.3	8.3	8.4	6.0	7.3	9.9	10.0	9.4	13.7	8.9	7.9	16.4
Education	5.7	6.1	4.0	4.4	3.1	8.3	7.6	7.1	5.8	9.1	4.2	0.0
Engineering	5.5	6.1	2.8	10.2	8.3	4.4	1.0	1.2	0.1	1.2	3.0	0.0
English	6.0	5.7	7.2	4.9	5.3	5.6	7.1	6.6	7.6	7.5	7.2	7.0
Health related	2.8	3.0	2.1	5.4	1.4	2.0	1.7	1.8	2.5	1.2	2.2	1.3
History or Political Science	6.9	7.8	3.4	6.0	10.0	7.7	9.1	9.8	9.2	7.9	3.0	9.5
Humanities	8.4	9.4	4.2	7.5	15.9	5.9	13.1	12.5	15.6	12.8	3.7	12.8
Fine Arts	9.1	9.7	6.6	10.3	9.0	9.1	9.9	10.6	6.0	11.1	6.8	3.1
Mathematics or Statistics	6.6	5.9	9.4	5.9	5.3	6.2	5.9	5.4	5.9	6.4	9.6	7.2
Physical Sciences	9.0	9.0	9.3	8.8	7.7	10.3	8.1	8.2	6.4	8.9	9.5	6.7
Social Sciences	12.0	12.2	10.8	11.6	14.3	12.6	11.4	11.8	12.0	10.5	10.6	14.0
Other Technical	5.6	3.2	15.8	2.4	1.4	4.7	3.6	4.3	4.1	2.4	15.6	19.5
Other Non-technical	5.5	4.8	8.3	4.5	3.3	6.2	4.3	4.4	4.9	4.0	8.7	1.3
Year appointed at present institution												
Before 1964	1.9	2.0	1.2	2.2	3.4	1.4	1.8	1.4	3.1	1.7	1.2	0.0
1964 to 1968	6.5	6.5	6.4	7.2	7.9	5.9	5.5	5.7	7.4	4.2	6.7	0.0
1969 to 1973	10.9	10.7	12.0	12.1	10.6	11.4	7.6	8.5	6.4	6.9	12.7	0.0
1974 to 1978	9.6	9.5	9.9	11.3	10.2	8.7	7.6	7.4	8.8	7.3	10.4	0.0
1979 to 1983	10.4	10.2	11.4	10.6	11.2	9.5	9.9	10.7	10.4	8.6	12.0	1.7
1984 to 1988	12.4	12.8	10.5	13.9	11.9	11.8	13.0	13.5	13.1	12.2	9.7	24.3
1989 to 1993	14.1	13.9	15.1	13.5	12.2	14.6	14.6	13.9	15.6	15.2	15.4	9.4
1994 to 1998	16.6	16.6	16.5	14.4	16.9	17.5	18.2	18.3	14.8	19.8	15.8	29.6
1999 to 2001	17.7	17.8	17.1	14.7	15.8	19.3	21.8	20.7	20.3	24.1	16.0	35.0
Are you tenured?												
Yes	65.3	66.1	62.3	72.9	69.9	66.2	53.4	52.7	58.8	51.6	64.6	26.9
No	34.7	33.9	37.7	27.1	30.1	33.8	46.6	47.3	41.2	48.4	35.4	73.1
Year tenure was awarded												
Before 1964	0.5	0.6	0.3	0.6	1.2	0.3	0.4	0.2	0.9	0.5	0.3	0.0
1964 to 1968	2.6	2.8	1.8	3.5	4.3	2.0	1.2	1.3	2.0	0.6	1.8	0.0
1969 to 1973	9.1	8.8	10.7	9.8	10.3	7.9	6.8	6.8	8.7	5.8	10.9	0.0
1974 to 1978	15.1	15.2	14.8	16.1	14.6	15.7	12.8	13.9	12.7	11.3	15.1	0.0
1979 to 1983	13.6	13.6	13.5	14.6	16.3	12.1	12.1	12.4	11.0	12.3	13.8	0.0
1984 to 1988	15.3	15.4	14.7	16.1	16.0	14.0	16.0	16.7	17.4	14.2	15.0	0.0
1989 to 1993	15.6	15.8	14.6	16.1	12.7	15.7	17.7	17.2	16.4	19.1	13.3	74.5
1994 to 1998	17.8	17.7	18.3	15.4	16.0	20.4	19.4	17.7	21.4	20.6	18.1	25.5
1999 to 2001	10.4	10.2	11.3	7.7	8.7	11.8	13.6	13.8	9.5	15.7	11.6	0.0
Do your interests lie primarily in teaching or research?												
Very heavily in teaching	32.9	23.7	71.7	13.7	14.0	28.5	38.3	34.1	39.2	43.6	71.1	80.3
In both, but leaning toward teaching	36.4	39.4	23.9	34.3	32.3	44.6	44.4	44.5	44.6	44.1	24.3	17.1
In both, but leaning toward research	26.4	31.7	4.0	43.0	46.4	23.9	16.2	20.0	14.7	11.6	4.1	2.6
Very heavily in research	4.3	5.2	0.4	9.0	7.3	3.1	1.1	1.3	1.4	0.8	0.5	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Salary is based on:												
9/10 months	79.4	78.9	81.8	79.1	77.8	83.6	72.7	68.6	75.6	77.0	82.7	68.3
11/12 months	20.6	21.1	18.2	20.9	22.2	16.4	27.3	31.4	24.4	23.0	17.3	31.7
Base salary (in $1,000s)												
9/10 month contract												
Less than $20,000	1.5	1.2	3.1	0.5	1.5	1.1	2.2	3.6	1.4	0.8	3.1	2.3
$20,000 to 29,999	1.7	1.3	3.3	0.8	1.1	1.1	2.3	2.0	0.9	3.4	3.5	0.0
$30,000 to 39,999	9.0	6.5	19.4	3.3	2.1	7.9	12.3	9.1	8.9	17.8	18.8	31.5
$40,000 to 49,999	19.3	18.3	23.3	15.1	9.2	20.5	25.9	19.5	26.9	33.4	22.5	39.8
$50,000 to 59,999	19.4	19.4	19.5	17.9	14.1	20.9	23.1	21.1	25.8	24.1	19.6	17.8
$60,000 to 69,999	17.2	17.9	14.4	19.2	15.8	18.4	16.5	17.5	21.2	12.9	15.1	0.0
$70,000 to 79,999	13.1	13.8	10.2	15.1	15.1	15.4	8.5	11.1	10.3	4.3	10.2	8.6
$80,000 to 89,999	9.5	10.7	4.5	13.1	13.7	11.3	4.2	6.5	3.0	2.0	4.8	0.0
$90,000 to 99,999	4.2	4.9	1.4	7.3	8.7	2.3	2.6	4.7	1.0	0.6	1.5	0.0
$100,000 to 124,999	3.9	4.6	0.9	6.6	12.1	0.8	2.3	4.4	0.6	0.5	1.0	0.0
$125,000 to 149,999	0.8	1.0	0.0	0.8	4.6	0.1	0.2	0.4	0.0	0.0	0.0	0.0
$150,000 or more	0.3	0.4	0.0	0.2	2.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0
11/12 month contract												
Less than $20,000	2.0	1.2	6.0	0.4	1.5	0.4	2.5	3.4	1.2	1.7	6.8	0.0
$20,000 to 29,999	1.7	1.6	2.5	0.4	1.6	2.4	2.2	2.2	2.1	2.0	2.2	5.0
$30,000 to 39,999	9.2	7.5	17.5	2.7	3.0	8.1	14.8	9.9	16.4	23.1	17.4	18.3
$40,000 to 49,999	16.4	15.4	21.3	8.7	8.7	16.2	26.0	22.1	28.8	31.8	19.0	38.8
$50,000 to 59,999	16.4	15.8	19.4	10.3	15.7	14.5	23.3	22.7	27.5	22.1	17.1	37.9
$60,000 to 69,999	14.5	15.2	11.0	16.3	16.8	14.1	14.1	15.3	11.1	13.4	12.5	0.0
$70,000 to 79,999	12.2	12.2	12.0	13.6	12.8	16.0	7.3	9.1	9.5	2.8	13.5	0.0
$80,000 to 89,999	9.6	10.1	7.0	14.2	8.7	11.4	4.8	7.0	2.9	1.8	7.8	0.0
$90,000 to 99,999	7.1	8.1	2.4	12.4	10.3	7.5	2.5	4.2	0.6	0.6	2.7	0.0
$100,000 to 124,999	7.1	8.4	1.0	12.4	14.0	6.9	2.1	3.5	0.0	0.6	1.1	0.0
$125,000 to 149,999	2.0	2.4	0.0	4.2	3.5	1.6	0.3	0.6	0.0	0.1	0.0	0.0
$150,000 or more	1.8	2.1	0.0	4.4	3.3	0.8	0.1	0.2	0.0	0.0	0.0	0.0
Are you currently?												
Married	82.1	82.4	80.9	84.3	81.9	80.0	83.3	82.8	78.6	86.3	80.5	87.3
Unmarried, living with partner	4.0	3.8	4.6	4.1	4.1	3.9	3.2	3.9	3.9	1.8	4.5	6.0
Single	13.9	13.7	14.5	11.6	14.0	16.0	13.6	13.3	17.4	11.9	15.0	6.7
Have you ever been?												
Divorced	23.4	22.5	27.6	24.5	16.9	26.1	17.9	19.0	18.5	16.1	27.7	26.4
Widowed	1.9	1.9	2.0	2.0	1.4	2.1	1.7	2.1	1.3	1.3	2.0	1.6
Separated	3.9	3.6	4.7	4.2	3.0	3.6	3.2	3.5	3.1	2.9	4.9	3.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY CHILDREN DO YOU HAVE IN THE FOLLOWING AGE RANGES?												
0-4 years old												
None	88.5	88.0	90.3	88.4	88.0	88.7	86.7	86.9	89.4	84.9	90.4	87.8
One	8.3	8.5	7.5	8.6	7.9	8.4	9.0	8.4	7.7	10.5	7.2	12.2
Two	2.8	3.0	1.8	2.6	3.6	2.6	3.7	3.8	2.5	4.1	2.0	0.0
Three	0.3	0.3	0.3	0.2	0.2	0.2	0.4	0.5	0.3	0.4	0.3	0.0
Four or more	0.2	0.2	0.0	0.2	0.3	0.1	0.2	0.4	0.1	0.1	0.0	0.0
5-12 years old												
None	79.5	79.1	80.9	79.4	77.3	80.1	78.4	78.5	80.7	77.1	81.1	78.0
One	12.9	13.0	12.7	13.0	13.0	12.6	13.5	13.7	13.1	13.4	12.5	15.2
Two	6.1	6.4	4.7	6.3	7.3	6.2	6.5	6.4	5.3	7.3	4.7	5.2
Three	1.3	1.3	1.4	1.2	2.0	1.0	1.6	1.3	0.9	2.2	1.4	1.6
Four or more	0.2	0.1	0.2	0.1	0.4	0.2	0.0	0.1	0.0	0.0	0.2	0.0
13-17 years old												
None	81.4	81.2	82.3	81.4	80.1	81.9	80.6	80.2	81.9	80.5	82.8	74.7
One	13.7	13.8	13.3	14.1	14.6	13.1	13.9	14.0	12.5	14.5	12.9	19.6
Two	4.2	4.4	3.4	4.2	4.7	4.2	4.9	5.1	5.1	4.7	3.7	0.0
Three	0.5	0.4	0.8	0.2	0.5	0.5	0.5	0.6	0.5	0.4	0.5	5.7
Four or more	0.1	0.1	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.2	0.0
18-23 years old												
None	77.7	78.4	74.6	79.5	76.6	78.7	77.4	77.9	77.7	76.6	73.9	85.5
One	14.6	14.4	15.4	14.3	14.1	14.8	14.2	13.9	14.1	14.8	16.0	5.7
Two	6.5	6.0	8.7	5.4	7.0	5.4	7.1	6.6	7.2	7.8	8.9	5.7
Three	1.1	1.0	1.2	0.7	2.0	0.9	1.0	1.4	0.8	0.7	1.1	3.0
Four or more	0.1	0.2	0.1	0.1	0.2	0.2	0.2	0.2	0.2	0.1	0.1	0.0
24 years old or older												
None	61.1	62.3	55.7	60.7	62.3	62.1	65.2	64.6	65.3	66.1	55.5	59.2
One	10.7	10.4	12.0	10.4	9.7	11.5	9.4	9.0	9.0	10.3	12.4	6.2
Two	17.0	16.1	20.6	18.1	15.3	15.9	14.0	14.2	11.7	14.9	20.5	22.2
Three	6.9	6.7	7.6	7.0	5.3	6.7	7.2	8.2	7.5	5.7	7.3	11.4
Four or more	4.3	4.4	4.1	3.8	7.4	3.8	4.1	4.0	6.5	3.0	4.3	1.1
What is the highest level of education reached by your spouse/partner?												
8th grade or less	0.1	0.1	0.2	0.1	0.0	0.1	0.1	0.2	0.2	0.0	0.2	0.0
Some high school	0.2	0.2	0.5	0.2	0.1	0.2	0.2	0.3	0.4	0.0	0.5	1.1
Completed high school	3.3	2.5	6.8	2.3	1.9	2.8	2.8	2.5	3.4	2.8	6.6	9.3
Some college	9.7	8.3	15.6	7.3	9.2	9.4	8.0	8.2	7.1	8.1	15.5	17.0
Graduated from college	22.7	21.7	26.8	20.7	20.2	21.9	23.8	23.8	20.8	25.4	26.1	38.8
Attended graduate or professional school	10.9	11.2	9.9	12.2	10.6	10.7	10.6	10.7	10.3	10.8	10.2	4.7
Attained advanced degree	44.2	47.1	32.2	49.8	48.6	44.7	45.2	45.5	45.9	44.5	32.6	26.4
Does not apply (No spouse or partner)	8.8	8.9	7.9	7.5	9.4	10.2	9.3	8.9	11.9	8.4	8.2	2.7

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Reasons noted as very important in your decision to pursue an academic career												
Autonomy	73.2	74.9	66.0	77.4	77.3	75.3	69.3	72.0	72.3	64.1	65.2	80.7
Flexible schedule	65.0	65.6	62.1	64.8	63.4	68.8	64.1	67.0	66.2	59.0	61.6	69.1
Intellectual challenge	82.3	85.3	69.6	87.5	88.0	84.3	81.9	82.8	84.7	79.1	69.1	77.4
Intellectual freedom	77.0	78.6	70.4	81.4	79.2	79.3	73.1	75.2	76.4	68.6	69.7	81.8
Freedom to pursue my scholarly/teaching interests	75.9	79.0	62.9	83.0	82.5	78.2	71.7	74.6	72.5	67.4	63.0	62.0
Opportunities for teaching	67.2	65.1	76.3	56.9	59.0	69.0	75.6	74.5	77.0	76.4	75.6	87.5
Opportunities for research	41.7	49.4	9.3	63.2	63.4	40.6	31.8	35.8	30.7	26.8	9.7	3.3
Occupational prestige/professional status	17.8	18.3	15.6	19.8	20.5	18.3	15.0	15.7	16.7	13.1	16.4	1.1
Opportunity to influence social change	19.4	19.0	21.2	17.0	16.1	20.6	21.5	21.5	22.5	21.0	21.4	17.7
General activities												
Have you ever held an academic administrative post?	45.8	47.7	37.6	46.9	52.7	44.6	50.3	51.0	52.0	48.3	36.7	51.7
Have you ever received an award for outstanding teaching?	43.6	42.7	47.4	47.1	41.9	39.9	40.2	40.8	38.9	40.2	47.5	46.0
Do you commute a long distance to work?	18.0	16.3	25.1	12.7	14.5	18.7	19.4	21.0	21.6	16.1	25.0	25.8
Has any of your research or writing focused on women?	16.3	18.0	9.3	18.1	20.5	16.9	17.8	17.9	19.2	16.9	9.7	4.2
Does your spouse/partner work in the same city?	56.7	59.1	47.0	65.7	63.0	51.8	56.3	57.1	49.4	58.7	45.4	72.1
Is your spouse/partner an academic?	31.4	31.1	32.5	30.4	28.6	31.7	33.1	32.4	30.7	35.1	32.7	30.0
Has any of your research or writing focused on racial or ethnic minorities?	21.2	23.2	12.7	23.4	24.4	23.6	21.6	22.2	21.3	20.9	13.2	5.7
Were you born in the USA?	86.2	84.8	92.0	82.0	81.7	86.0	89.5	87.9	90.6	91.2	92.2	89.9
Are you a US citizen?	94.4	93.6	98.1	92.1	92.0	94.5	95.4	95.0	95.8	95.7	98.2	97.4
Have you ever interrupted your professional career for more than one year for family reasons?	6.7	6.0	9.8	4.5	5.3	7.0	7.3	7.3	7.6	7.1	9.3	17.6
Have you been sexually harassed at this institution?	3.1	2.7	4.6	2.7	2.0	3.5	2.1	2.3	2.1	1.7	4.9	0.0
Do you plan on working beyond age 70?	35.3	36.9	28.2	36.9	42.9	33.6	37.8	41.3	38.9	32.4	27.5	38.9
Are you a member of a faculty union? [4]	32.6	24.7	65.6	24.9	7.0	43.3	10.3	11.1	19.3	4.7	66.8	45.7
Is (or was) your father an academic? [4]	11.6	12.0	9.6	12.6	12.0	10.8	12.9	12.7	9.0	15.3	10.3	0.0
Is (or was) your mother an academic? [4]	7.6	7.3	8.8	7.0	6.3	7.5	8.1	8.2	5.2	9.5	9.2	1.6
During the last two years, have you:												
Received at least one firm job offer?	26.9	25.7	31.8	24.1	23.1	26.9	28.1	27.3	28.2	29.2	30.4	54.1
Developed a new course?	69.8	70.9	65.4	69.8	70.6	68.9	75.3	75.3	76.0	74.9	65.2	69.4
Considered early retirement?	31.1	29.7	37.1	31.5	24.9	32.9	25.6	25.3	26.8	25.4	38.1	22.2
Considered leaving academe for another job?	30.5	30.0	32.3	29.3	25.1	33.5	29.4	29.2	24.2	32.3	32.3	32.8
Taught courses at more than one institution during the same term?	10.9	9.6	16.5	6.1	8.4	11.0	13.7	13.9	17.7	11.5	15.8	28.2
Served as a paid consultant?	40.5	42.0	34.0	46.4	45.7	41.6	33.8	35.3	35.1	31.1	35.4	11.5
Requested/sought an early promotion? [4]	6.8	6.5	8.1	5.7	5.2	8.5	5.8	6.6	5.0	5.1	7.3	20.9

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?												
Articles in academic or professional journals												
None	19.1	11.8	50.5	6.9	5.1	13.0	21.6	20.6	17.8	25.0	50.0	58.5
1 to 2	15.5	13.1	26.0	7.2	8.7	16.1	20.5	18.2	21.7	23.1	25.5	35.2
3 to 4	12.3	12.6	10.8	7.7	8.8	16.1	17.7	17.3	19.1	17.6	11.3	1.6
5 to 10	16.4	18.8	6.5	16.5	16.7	21.7	19.6	19.9	21.8	17.9	6.6	4.6
11 to 20	14.4	17.0	3.5	19.1	19.4	17.5	11.4	12.3	12.5	9.7	3.7	0.0
21 to 50	13.5	16.1	2.3	23.2	23.8	11.3	7.2	9.0	5.7	5.3	2.5	0.0
More than 50	8.8	10.7	0.5	19.6	17.5	4.3	2.0	2.8	1.3	1.3	0.5	0.0
Chapters in edited volumes												
None	49.6	41.8	82.6	29.6	25.6	50.8	58.6	55.0	60.0	63.1	82.6	84.1
1 to 2	22.6	25.1	12.2	23.7	23.2	28.5	23.6	23.5	23.8	23.7	12.0	15.9
3 to 4	12.2	14.5	2.8	18.1	18.7	11.3	10.4	12.1	9.7	8.5	3.0	0.0
5 to 10	9.5	11.3	1.7	16.6	18.4	6.6	5.2	6.5	5.0	3.6	1.8	0.0
11 to 20	3.8	4.6	0.5	7.5	8.2	2.1	1.4	2.1	1.1	0.6	0.6	0.0
21 to 50	1.8	2.2	0.0	3.5	4.9	0.5	0.5	0.7	0.4	0.3	0.0	0.0
More than 50	0.5	0.5	0.1	1.0	0.9	0.1	0.2	0.2	0.1	0.2	0.1	0.0
Books, manuals, or monographs												
None	53.0	48.6	71.3	41.9	37.0	53.2	60.1	57.4	60.3	63.9	70.9	78.5
1 to 2	27.6	29.7	18.8	32.2	29.4	30.2	25.6	26.8	26.1	23.6	18.7	20.4
3 to 4	10.4	11.2	6.6	12.2	15.4	10.1	8.8	9.5	8.8	7.9	7.1	0.0
5 to 10	6.3	7.2	2.4	9.6	12.2	4.4	4.0	4.8	3.3	3.1	2.6	0.0
11 to 20	1.9	2.2	0.7	2.8	4.6	1.3	1.0	1.1	1.1	0.9	0.6	1.1
21 to 50	0.6	0.7	0.1	1.1	0.9	0.5	0.3	0.3	0.3	0.3	0.1	0.0
More than 50	0.2	0.3	0.1	0.3	0.4	0.2	0.2	0.1	0.1	0.3	0.1	0.0
How many exhibitions or performances in the fine or applied arts have you presented?												
None	80.3	81.0	77.5	82.6	81.2	80.3	79.5	79.0	82.2	78.7	77.4	79.7
1 to 2	4.1	3.7	5.7	3.4	4.2	3.8	3.6	3.7	4.0	3.3	5.7	5.7
3 to 4	2.4	2.1	3.6	1.8	2.0	2.0	2.7	3.0	2.2	2.5	3.8	0.0
5 to 10	2.1	2.0	2.5	1.8	1.7	1.9	2.5	2.4	2.3	2.8	2.7	0.0
11 to 20	1.4	1.4	1.7	1.1	1.1	1.7	1.4	1.5	1.9	1.1	1.3	7.0
21 to 50	2.9	2.8	3.4	2.3	2.3	3.3	3.1	2.7	2.6	3.8	3.2	6.0
More than 50	6.8	7.1	5.6	7.1	7.4	6.9	7.1	7.7	4.7	7.7	5.9	1.6
How many of your professional writings have been published or accepted for publication in the last two years?												
None	37.6	27.8	79.0	17.5	16.2	32.2	44.6	40.7	46.4	49.2	78.5	87.8
1 to 2	27.1	29.6	16.3	24.8	25.3	35.4	31.7	31.3	32.3	31.8	16.7	11.1
3 to 4	19.3	23.2	2.9	28.4	27.9	20.5	16.0	18.5	14.6	13.2	3.1	1.1
5 to 10	12.6	15.2	1.3	22.0	24.3	10.1	6.3	7.7	5.9	4.7	1.4	0.0
11 to 20	2.7	3.3	0.3	5.6	5.5	1.4	1.0	1.3	0.7	0.9	0.3	0.0
21 to 50	0.6	0.7	0.1	1.5	0.7	0.3	0.3	0.4	0.1	0.3	0.1	0.0
More than 50	0.1	0.1	0.0	0.2	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
During the past two years, have you engaged in any of the following activities?												
Taught an honors course	22.3	24.3	13.4	29.1	30.5	18.7	20.7	19.7	26.1	19.3	14.0	3.5
Taught an interdisciplinary course	39.9	42.4	28.7	43.8	46.7	36.4	45.6	46.7	40.5	46.8	28.6	29.7
Taught an ethnic studies course	8.6	8.7	8.4	7.1	7.5	9.5	10.4	10.0	10.7	10.9	8.1	12.9
Taught a women's studies course	2.5	2.6	1.9	1.7	2.8	2.5	4.2	4.1	4.9	3.8	1.8	3.4
Team-taught a course	36.2	37.5	30.5	42.2	39.7	31.7	36.9	37.3	32.2	38.8	30.6	27.8
Taught a service learning course	20.0	20.1	19.7	21.8	18.1	21.3	17.2	16.1	20.1	17.3	19.7	19.1
Worked with undergraduates on a research project [5]	60.9	67.0	33.3	68.8	73.3	63.9	64.5	64.5	64.0	64.7	33.5	30.5
Used intra- or extramural funds for research	46.9	54.4	12.7	64.7	64.4	47.0	42.1	45.9	37.2	39.4	11.4	32.7
Participated in a teaching enhancement workshop	53.1	50.9	62.1	44.5	44.1	54.9	59.3	58.4	59.2	60.7	62.4	57.1
Placed or collected assignments for a course on the Internet	49.7	52.0	40.0	54.7	54.6	49.5	49.4	51.6	45.4	48.4	39.2	52.9
Taught a course exclusively through the Internet	8.1	6.3	15.8	5.9	3.4	8.9	5.3	5.7	4.7	4.9	15.3	24.1
DURING THE PAST TWO YEARS, HOW INVOLVED HAVE YOU BEEN IN EFFORTS TO REFORM THE FOLLOWING AT YOUR INSTITUTION? [4]												
Overall mission, purpose												
Very involved	22.9	22.3	25.4	19.8	22.1	23.6	24.6	23.4	27.2	25.0	25.1	30.1
Minimally involved	40.8	39.2	47.4	38.2	36.6	39.6	41.6	41.4	39.7	42.7	46.9	56.0
Not involved	36.3	38.5	27.2	42.0	41.3	36.8	33.8	35.2	33.1	32.3	28.0	13.8
General education												
Very involved	28.1	25.9	37.6	22.8	23.3	25.6	32.5	29.8	36.8	34.1	37.2	44.2
Minimally involved	41.4	40.8	43.8	38.8	40.9	42.1	42.0	42.0	39.7	43.1	44.1	38.8
Not involved	30.5	33.3	18.6	38.4	35.8	32.4	25.5	28.2	23.5	22.8	18.7	17.0
Faculty roles/rewards												
Very involved	19.7	19.2	21.9	17.9	16.5	20.5	21.1	21.0	25.5	19.0	22.3	15.3
Minimally involved	42.5	40.7	50.1	40.5	39.3	41.0	41.5	41.1	41.1	42.1	49.6	58.7
Not involved	37.7	40.1	28.0	41.6	44.2	38.5	37.5	37.9	33.5	38.8	28.1	26.0
Governance												
Very involved	19.4	18.6	22.9	16.0	14.7	20.4	22.6	22.8	24.8	21.1	22.8	26.0
Minimally involved	37.5	36.5	41.8	36.3	33.2	37.0	38.3	37.6	37.8	39.4	41.8	41.5
Not involved	43.0	44.9	35.3	47.8	52.1	42.7	39.2	39.6	37.4	39.6	35.5	32.5
Curriculum												
Very involved	42.4	40.3	51.4	37.2	35.6	44.5	42.1	41.6	43.6	42.1	50.0	73.4
Minimally involved	42.2	42.9	39.3	44.3	43.6	40.4	43.7	43.4	42.7	44.5	40.5	18.7
Not involved	15.4	16.8	9.4	18.5	20.8	15.0	14.2	15.0	13.6	13.4	9.5	7.9

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Scheduled teaching (actual, not credit hours)												
None	0.7	0.8	0.1	1.2	0.9	0.6	0.3	0.5	0.2	0.3	0.1	0.0
1 to 4	6.5	7.4	2.7	12.2	10.7	3.8	3.1	3.6	2.0	3.1	2.7	3.3
5 to 8	31.5	37.1	7.5	50.5	56.1	24.9	21.5	26.2	20.8	15.5	7.4	8.4
9 to 12	33.0	37.1	15.2	24.4	23.9	49.7	47.6	45.9	53.0	47.2	14.7	24.5
13 to 16	15.1	11.5	30.2	7.0	5.3	13.6	19.6	16.5	16.5	25.5	30.3	28.3
17 to 20	8.2	4.1	25.6	3.2	2.3	4.9	5.6	5.2	4.9	6.4	25.0	35.5
21 to 34	4.6	1.6	17.1	1.1	0.8	2.3	1.9	1.7	2.6	1.8	18.2	0.0
35 to 44	0.4	0.2	1.1	0.3	0.0	0.2	0.2	0.4	0.0	0.1	1.1	0.0
45 +	0.1	0.1	0.5	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.5	0.0
Preparing for teaching (including reading student papers and grading)												
None	0.5	0.6	0.1	0.8	0.6	0.4	0.3	0.3	0.2	0.2	0.2	0.0
1 to 4	10.2	10.4	9.3	12.4	13.1	9.0	7.9	9.1	6.8	6.8	9.8	1.6
5 to 8	25.3	26.1	22.3	30.4	28.7	23.4	21.4	23.3	20.0	19.5	22.7	16.7
9 to 12	25.5	25.2	26.9	25.6	26.8	25.5	23.1	23.2	23.0	22.9	25.6	47.9
13 to 16	16.4	16.1	17.4	14.3	14.3	17.9	17.7	17.2	18.2	18.1	17.7	12.6
17 to 20	12.1	12.1	12.4	9.3	9.4	13.6	15.8	14.0	17.1	17.7	12.7	7.4
21 to 34	7.9	7.6	8.9	5.8	5.8	7.9	11.1	10.3	12.3	11.6	8.6	13.7
35 to 44	1.5	1.5	1.5	1.0	1.0	1.8	2.1	1.9	1.7	2.4	1.6	0.0
45 +	0.6	0.4	1.2	0.4	0.3	0.4	0.7	0.6	0.6	0.8	1.3	0.0
Advising and counseling of students												
None	3.8	3.7	4.6	3.9	2.1	4.2	3.6	4.2	2.6	3.4	4.5	6.1
1 to 4	63.5	63.3	64.2	63.9	66.7	62.0	62.0	62.6	62.0	61.2	64.4	60.9
5 to 8	24.8	25.2	23.2	24.3	24.5	25.8	26.2	24.5	27.7	27.8	23.3	21.5
9 to 12	5.7	5.6	5.9	5.3	5.0	5.7	6.4	6.9	5.8	6.0	5.6	11.5
13 to 16	1.5	1.5	1.5	1.7	1.1	1.6	1.2	1.2	1.5	1.1	1.6	0.0
17 to 20	0.5	0.5	0.2	0.7	0.5	0.5	0.3	0.4	0.3	0.2	0.2	0.0
21 to 34	0.2	0.1	0.3	0.1	0.2	0.1	0.2	0.2	0.1	0.2	0.3	0.0
35 to 44	0.1	0.0	0.1	0.0	0.0	0.1	0.1	0.1	0.0	0.1	0.1	0.0
45 +	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Committee work and meetings												
None	6.0	5.6	7.9	4.7	6.7	5.4	6.6	7.5	5.8	5.6	7.8	9.7
1 to 4	68.5	67.8	71.6	67.8	66.4	66.2	70.6	68.5	70.0	73.7	73.3	44.5
5 to 8	19.8	20.7	16.0	20.6	21.3	22.2	18.4	18.9	20.8	16.5	14.5	41.3
9 to 12	4.1	4.3	3.1	4.7	3.7	4.9	3.4	3.8	2.3	3.6	3.0	4.4
13 to 16	1.0	0.9	1.1	1.3	1.3	0.7	0.5	0.6	0.7	0.4	1.1	0.0
17 to 20	0.5	0.5	0.3	0.8	0.3	0.5	0.3	0.4	0.5	0.1	0.3	0.0
21 to 34	0.1	0.1	0.0	0.1	0.3	0.1	0.1	0.1	0.0	0.1	0.0	0.0
35 to 44	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
45 +	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS

	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Other administration												
None	37.2	35.5	44.5	34.9	35.4	37.4	33.9	32.8	37.9	33.4	44.6	43.4
1 to 4	40.3	41.2	36.8	42.9	42.3	39.4	40.2	42.6	35.0	39.7	37.6	24.9
5 to 8	11.1	11.6	8.8	11.2	11.6	10.4	13.6	12.8	15.8	13.7	9.3	1.6
9 to 12	5.5	5.7	4.8	5.5	5.4	6.1	5.6	5.3	5.4	6.0	3.9	18.3
13 to 16	2.3	2.5	1.7	2.0	2.3	3.0	2.7	2.9	1.9	2.9	1.8	0.0
17 to 20	1.9	1.9	1.5	1.7	1.9	2.2	2.0	1.7	2.1	2.2	1.3	5.0
21 to 34	1.3	1.3	1.2	1.5	0.8	1.2	1.3	1.3	0.9	1.5	1.1	3.3
35 to 44	0.3	0.3	0.4	0.2	0.2	0.3	0.5	0.5	0.7	0.4	0.3	1.6
45 +	0.1	0.1	0.2	0.1	0.0	0.1	0.2	0.2	0.2	0.2	0.1	1.6
Research and scholarly writing												
None	21.7	12.7	61.2	7.2	6.9	14.0	23.1	21.0	20.2	27.4	60.9	66.2
1 to 4	29.2	29.6	27.8	20.5	19.2	35.2	42.2	39.9	44.3	44.3	27.7	28.9
5 to 8	18.4	21.2	6.3	21.5	20.1	22.8	19.4	20.6	20.3	17.2	6.5	3.6
9 to 12	12.2	14.3	2.7	16.4	19.4	14.1	8.3	9.9	7.8	6.3	2.7	1.2
13 to 16	6.8	8.1	1.3	10.9	11.2	6.8	3.5	4.0	3.8	2.6	1.3	0.0
17 to 20	5.7	6.8	0.7	10.4	11.6	3.9	2.1	2.7	2.5	1.0	0.7	0.0
21 to 34	4.3	5.3	0.0	9.3	8.2	2.5	1.1	1.3	0.6	1.1	0.0	0.0
35 to 44	1.2	1.4	0.0	2.5	2.5	0.5	0.2	0.4	0.0	0.1	0.0	0.0
45 +	0.5	0.7	0.1	1.3	0.8	0.3	0.1	0.1	0.3	0.0	0.1	0.0
Other creative products/performances												
None	57.0	58.6	50.3	58.1	62.8	56.9	59.3	58.4	60.7	59.7	49.5	62.8
1 to 4	27.6	25.8	34.8	25.5	21.8	27.7	26.1	26.5	27.3	24.8	35.6	21.1
5 to 8	8.5	8.5	8.8	8.5	8.7	9.1	7.5	7.3	7.7	7.8	8.3	16.2
9 to 12	3.5	3.6	3.2	4.1	3.0	3.3	3.5	4.1	1.9	3.6	3.4	0.0
13 to 16	1.3	1.4	1.0	1.2	2.1	1.3	1.5	1.6	0.9	1.7	1.0	0.0
17 to 20	1.1	1.1	1.0	1.2	0.8	1.2	1.0	1.0	0.8	1.1	1.0	0.0
21 to 34	0.7	0.7	0.7	0.9	0.6	0.5	0.6	0.4	0.4	1.0	0.8	0.0
35 to 44	0.2	0.2	0.2	0.4	0.2	0.0	0.3	0.5	0.1	0.0	0.2	0.0
45 +	0.1	0.1	0.1	0.1	0.1	0.0	0.2	0.2	0.1	0.3	0.1	0.0
Consultation with clients/patients												
None	83.4	83.8	81.9	81.9	86.1	83.2	86.0	85.5	84.5	87.5	82.3	75.8
1 to 4	11.4	11.1	12.6	12.8	9.4	11.8	8.8	8.7	9.3	8.7	12.1	20.2
5 to 8	2.9	2.8	3.3	2.5	2.8	3.0	2.7	2.9	4.0	1.8	3.4	1.7
9 to 12	1.1	1.0	1.2	1.4	0.4	1.0	0.9	1.1	0.9	0.7	1.2	2.3
13 to 16	0.4	0.4	0.3	0.4	0.6	0.3	0.5	0.6	0.7	0.3	0.3	0.0
17 to 20	0.4	0.3	0.4	0.3	0.2	0.5	0.3	0.5	0.1	0.1	0.4	0.0
21 to 34	0.3	0.3	0.2	0.3	0.1	0.1	0.5	0.3	0.3	0.8	0.3	0.0
35 to 44	0.1	0.1	0.0	0.0	0.2	0.1	0.2	0.3	0.1	0.0	0.0	0.0
45 +	0.1	0.2	0.0	0.3	0.1	0.0	0.1	0.1	0.0	0.1	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

				Universities		Four-year Colleges					Two-year Colleges	
MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Community or public service												
None	34.6	35.6	30.7	37.1	41.3	32.5	33.9	36.5	36.0	29.1	31.1	25.4
1 to 4	51.5	51.3	52.0	51.3	45.1	53.9	51.7	48.2	50.2	57.3	52.6	43.1
5 to 8	10.4	9.7	12.9	8.7	9.3	9.9	11.3	11.8	10.9	10.7	11.8	29.8
9 to 12	2.4	2.2	3.3	1.8	2.5	2.6	1.9	1.8	2.1	2.0	3.5	0.0
13 to 16	0.5	0.5	0.3	0.4	0.9	0.5	0.5	0.8	0.2	0.4	0.2	1.7
17 to 20	0.3	0.3	0.1	0.2	0.4	0.3	0.3	0.3	0.2	0.2	0.1	0.0
21 to 34	0.3	0.3	0.6	0.4	0.2	0.2	0.2	0.2	0.3	0.2	0.6	0.0
35 to 44	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.1	0.2	0.0	0.1	0.0
45 +	0.0	0.1	0.0	0.0	0.2	0.0	0.1	0.2	0.0	0.0	0.0	0.0
Outside consulting/freelance work												
None	64.6	64.2	66.3	61.9	61.2	64.7	68.5	66.3	70.2	70.5	65.6	77.2
1 to 4	24.7	25.6	20.9	28.5	27.7	24.4	21.5	22.0	20.4	21.3	21.0	19.4
5 to 8	6.3	6.4	6.0	6.6	6.9	6.5	5.6	6.2	5.1	5.2	6.3	1.7
9 to 12	2.5	2.3	3.4	1.7	2.5	2.8	2.3	2.7	2.5	1.7	3.6	1.7
13 to 16	0.8	0.7	0.9	0.7	0.8	0.6	0.7	1.1	0.1	0.5	1.0	0.0
17 to 20	0.5	0.4	1.0	0.3	0.5	0.5	0.5	0.6	0.8	0.3	1.1	0.0
21 to 34	0.3	0.2	0.6	0.1	0.2	0.2	0.5	0.6	0.5	0.3	0.7	0.0
35 to 44	0.2	0.1	0.5	0.1	0.1	0.0	0.2	0.4	0.3	0.0	0.5	0.0
45 +	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.2	0.1	0.1	0.2	0.0
Household/childcare duties												
None	14.6	14.7	14.0	16.7	14.3	14.8	12.1	12.2	12.1	12.1	14.1	11.6
1 to 4	19.1	18.9	19.9	18.3	20.6	17.8	20.1	20.1	20.5	19.8	19.9	19.6
5 to 8	24.6	24.7	24.3	23.5	23.7	25.1	26.6	26.1	26.4	27.3	23.7	34.0
9 to 12	18.1	17.7	19.8	17.8	18.3	18.0	16.7	17.5	14.7	16.5	19.1	30.2
13 to 16	8.5	8.5	8.4	8.5	6.9	9.0	8.9	8.7	9.3	9.1	8.9	0.0
17 to 20	7.1	7.4	5.9	7.6	7.3	7.2	7.2	7.2	7.8	6.9	6.1	3.3
21 to 34	4.7	4.8	4.5	4.4	6.2	4.1	5.2	5.1	5.4	5.3	4.7	1.2
35 to 44	1.8	1.7	1.8	1.5	1.5	2.1	1.7	1.7	2.0	1.7	1.9	0.0
45 +	1.5	1.6	1.4	1.6	1.2	1.8	1.5	1.3	1.8	1.5	1.5	0.0
Factors noted as very important in your decision to work at this college or university [4]												
Institutional emphasis on teaching	49.9	46.1	65.8	26.9	43.4	52.9	67.4	65.5	70.3	68.6	64.9	80.3
Institutional emphasis on research	19.6	24.0	1.3	40.6	37.6	11.1	7.9	11.2	5.9	4.4	1.4	0.0
Prestige of institution	14.3	15.7	8.4	20.3	33.4	5.6	11.5	15.8	8.8	7.0	9.0	0.0
Prestige of department	15.0	15.7	12.2	23.3	21.8	9.6	8.7	9.7	10.2	6.6	12.9	2.1
Salary/benefits	16.7	16.3	18.5	18.3	20.3	16.9	10.0	13.3	8.4	6.3	19.3	6.0
Research facilities	10.3	12.5	0.9	21.4	19.7	5.7	3.9	5.6	3.4	1.9	0.9	0.0
Academic rank offered	13.1	14.6	6.6	19.3	18.2	12.1	9.0	9.5	8.9	8.3	6.6	5.7
Colleagues	34.4	36.5	25.7	37.1	40.5	33.3	37.7	37.2	35.3	39.5	26.7	9.1
Geographic location	40.9	40.0	45.1	36.8	37.0	44.8	39.9	40.7	44.0	36.8	44.9	47.7
Job opportunities for spouse	11.4	12.2	8.2	11.5	14.1	12.6	11.5	9.8	12.2	13.5	7.8	14.3
Other personal/family considerations	22.9	23.1	22.1	20.4	21.2	25.6	25.1	23.5	24.8	27.6	22.4	18.9

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY OF THE FOLLOWING COURSES ARE YOU TEACHING THIS TERM?												
General education courses												
None	48.0	51.3	35.3	60.9	58.8	47.1	40.7	43.9	41.5	36.1	35.5	33.1
One	22.7	25.9	10.4	27.0	24.8	24.8	26.6	26.8	22.5	28.1	10.2	13.0
Two	14.2	14.3	13.9	8.7	11.9	17.5	18.8	17.2	19.2	20.6	14.0	11.4
Three	6.9	5.4	12.5	2.3	3.1	6.5	9.1	8.1	10.7	9.5	12.2	17.1
Four	4.1	2.1	11.7	0.8	0.8	2.8	3.6	2.7	4.6	4.2	11.6	13.5
Five or more	4.1	1.0	16.2	0.3	0.6	1.4	1.3	1.2	1.5	1.4	16.5	11.8
Other BA or BS undergraduate credit courses												
None	10.0	6.9	25.3	7.7	7.6	6.0	6.4	5.7	7.9	6.5	25.7	20.4
One	28.4	31.9	11.1	44.4	37.4	24.9	19.3	20.6	18.2	18.2	10.9	14.5
Two	31.1	33.8	17.9	33.0	37.5	33.3	33.6	34.0	32.6	33.4	18.3	13.4
Three	16.7	17.4	13.2	10.6	13.1	22.0	24.0	24.6	22.6	23.9	13.0	15.2
Four	7.8	6.9	12.1	3.0	2.8	9.9	11.1	9.9	13.1	11.8	12.0	13.1
Five or more	6.0	3.1	20.3	1.3	1.5	3.9	5.6	5.2	5.4	6.3	20.1	23.3
Non-BA credit courses (developmental/remedial)												
None	92.0	95.6	78.0	96.5	95.5	95.1	95.0	94.0	95.7	96.3	76.9	90.6
One	3.5	2.6	7.0	2.3	2.7	2.7	2.7	3.0	3.0	2.1	6.8	9.4
Two	1.8	0.9	5.4	0.4	1.0	1.0	1.2	1.6	0.6	0.9	5.9	0.0
Three	1.2	0.5	3.5	0.5	0.5	0.6	0.5	0.6	0.3	0.4	3.9	0.0
Four	0.7	0.2	2.4	0.1	0.1	0.3	0.5	0.6	0.2	0.3	2.6	0.0
Five or more	0.9	0.2	3.7	0.1	0.2	0.3	0.2	0.2	0.2	0.1	4.0	0.0
Graduate courses												
None	54.9	47.4	97.8	29.5	38.6	55.6	76.3	73.5	67.5	84.9	97.6	100.0
One	36.5	42.5	2.0	59.0	52.9	34.3	15.5	17.0	23.5	9.1	2.2	0.0
Two	6.6	7.7	0.0	9.1	7.4	7.7	5.5	6.3	7.0	3.6	0.0	0.0
Three	1.4	1.7	0.1	1.9	0.8	1.6	2.0	2.3	1.7	1.8	0.1	0.0
Four	0.4	0.4	0.1	0.4	0.3	0.5	0.5	0.7	0.2	0.5	0.1	0.0
Five or more	0.2	0.2	0.0	0.3	0.0	0.3	0.2	0.2	0.2	0.0	0.0	0.0
People noted as very influential in your decision to pursue an academic career [4]												
Father	29.9	29.8	30.4	30.3	28.5	30.3	29.1	27.9	28.7	31.1	30.6	27.0
Mother	30.0	29.3	32.9	29.6	26.3	30.5	29.2	29.4	28.0	29.6	32.5	38.6
Other relatives	10.5	10.0	12.7	9.1	9.5	11.0	10.4	10.4	10.7	10.2	12.7	13.4
Undergraduate faculty or advisor	34.4	35.2	30.7	33.0	40.5	34.4	36.5	35.8	36.6	37.4	31.1	24.7
Graduate faculty or advisor	37.7	41.2	22.8	45.0	42.9	39.8	36.5	38.1	35.6	34.7	23.1	18.6

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
Goals for undergraduates noted as very important or essential												
Develop ability to think clearly	99.3	99.4	99.2	99.2	99.2	99.5	99.4	99.3	99.4	99.6	99.1	100.0
Prepare students for employment after college	67.0	64.3	78.1	62.6	55.2	70.3	64.3	60.0	68.8	68.0	78.2	76.6
Prepare students for graduate or advanced education	55.3	57.1	47.7	56.2	60.5	54.0	60.7	58.0	60.9	64.2	48.3	39.0
Develop moral character	56.5	55.0	62.7	47.3	58.0	52.9	67.7	63.9	69.4	72.0	62.7	62.0
Provide for students' emotional development	32.7	31.7	37.0	26.0	32.7	31.0	40.4	40.2	41.4	40.2	36.2	48.7
Prepare students for family living	14.3	12.8	20.8	8.4	15.8	12.1	18.3	19.1	16.2	18.3	20.4	27.3
Teach students the classic works of Western civilization	29.6	30.9	23.9	26.2	36.7	29.4	36.5	35.6	36.7	37.7	23.1	37.1
Help students develop personal values	56.4	54.9	62.7	48.1	56.2	52.8	66.9	63.9	67.3	70.7	61.8	76.7
Enhance the out-of-class experience of students	37.5	36.4	41.9	32.8	34.5	38.3	40.5	40.3	38.7	41.7	42.3	34.2
Enhance students' self-understanding	59.0	57.8	63.7	52.4	56.0	58.6	66.0	66.0	64.6	66.8	63.0	76.1
Instill in students a commitment to community service	32.0	31.3	34.9	25.2	33.3	32.3	38.0	34.4	40.7	41.4	34.8	36.7
Prepare students for responsible citizenship	57.0	56.2	60.6	50.2	56.7	58.2	62.0	59.7	62.2	65.3	60.3	64.5
Enhance students' knowledge of and appreciation for other racial/ethnic groups	50.7	50.8	50.2	45.2	48.3	52.5	58.4	57.3	58.6	59.8	49.8	55.7
Study a foreign language [4]	29.2	31.8	18.6	29.8	35.3	29.6	35.4	35.7	33.1	36.3	18.3	23.0
Personal goals noted as very important or essential												
Becoming an authority in my field	54.8	57.2	44.8	65.7	67.1	51.1	46.4	49.1	43.1	44.5	44.9	43.9
Influencing the political structure	13.5	13.7	12.7	13.2	13.1	14.6	13.5	14.6	14.2	11.7	13.0	8.3
Influencing social values	33.2	32.9	34.3	27.0	35.1	33.1	40.1	39.9	38.1	41.4	34.7	29.3
Raising a family	76.7	76.4	78.0	76.1	77.8	75.4	77.5	77.5	73.1	79.8	77.7	83.8
Being very well-off financially	40.0	39.3	43.2	40.9	39.4	42.2	32.8	36.1	36.2	26.6	44.0	29.6
Helping others who are in difficulty	60.2	59.5	63.1	54.5	60.1	59.9	66.2	65.4	65.8	67.4	62.4	73.7
Becoming involved in programs to clean up the environment	29.8	29.4	31.7	27.4	28.7	32.9	28.0	28.0	26.8	28.4	32.8	15.0
Developing a meaningful philosophy of life	73.9	74.4	71.8	70.5	74.8	74.1	80.4	79.2	82.5	81.0	71.8	70.8
Helping to promote racial understanding	53.6	54.5	50.1	50.0	55.3	55.3	59.7	58.4	60.9	61.0	50.3	46.9
Obtaining recognition from my colleagues for contributions to my special field	45.0	48.3	30.9	56.1	57.4	43.8	37.1	39.5	37.6	33.7	31.6	19.1
Integrating spirituality into my life	47.3	46.7	49.8	37.4	48.5	45.8	60.7	55.0	60.4	68.8	48.5	69.2
Being a good colleague	88.1	88.8	85.3	86.6	90.4	89.4	90.3	88.8	90.8	92.0	85.9	76.5
Being a good teacher	97.2	96.9	98.8	95.7	96.5	97.4	98.2	97.6	98.8	98.6	98.7	100.0
Achieving congruence between my own values and institutional values [4]	48.7	48.2	50.9	42.7	50.8	46.7	56.8	55.4	56.5	59.0	50.9	51.4

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WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Agrees strongly or somewhat												
Faculty are interested in students' personal problems	76.2	74.0	85.5	61.2	75.7	75.5	89.9	87.1	89.6	94.1	85.7	82.1
Racial and ethnic diversity should be more strongly reflected in the curriculum	48.4	48.3	49.1	43.2	49.9	46.3	57.5	55.7	57.9	60.0	48.7	56.4
Faculty feel that most students are well-prepared academically	32.5	35.4	20.2	30.6	62.9	23.4	42.1	45.8	35.9	40.2	19.8	25.1
This institution should hire more faculty of color [4]	63.9	65.9	55.1	64.5	69.3	60.7	72.8	71.6	70.2	75.9	53.9	75.7
Student Affairs staff have the support and respect of faculty	64.6	63.7	68.3	60.1	64.9	60.9	71.7	72.6	69.5	71.7	68.0	72.6
Faculty are committed to the welfare of this institution	85.0	83.7	90.7	79.0	87.3	81.4	91.4	91.2	90.9	91.8	90.6	93.0
Faculty here are strongly interested in the academic problems of undergraduates	82.6	80.6	91.1	69.0	84.5	82.8	92.6	91.7	92.2	94.0	91.0	94.1
There is a lot of campus racial conflict here	6.3	6.9	3.7	8.1	6.6	6.6	5.9	5.9	5.2	6.1	3.8	2.2
Many courses include feminist perspectives	37.0	39.2	27.8	39.8	39.2	38.0	39.9	43.0	42.2	34.2	28.7	13.6
Faculty of color are treated fairly here	90.2	89.7	92.2	87.2	91.1	90.7	91.4	92.2	92.8	89.5	91.7	100.0
Women faculty are treated fairly here	90.6	89.6	95.0	87.2	87.6	91.1	92.3	92.3	95.2	90.8	94.9	95.8
Many courses involve students in community service	32.9	33.8	29.1	21.6	46.4	31.2	47.2	42.8	56.3	48.7	30.2	12.3
This institution should hire more women faculty [4]	46.1	51.1	25.0	57.8	62.7	43.2	44.8	46.1	34.1	48.5	25.2	21.7
Most students are strongly committed to community service	26.9	30.0	14.4	20.0	51.7	18.7	46.1	43.7	45.6	49.6	14.2	17.1
Gay and lesbian faculty are treated fairly here [4]	77.1	76.0	82.1	79.5	66.4	80.4	70.5	76.6	72.2	61.0	83.3	60.6
My research is valued by faculty in my department	70.2	73.2	56.2	73.2	77.7	69.8	74.8	75.3	74.4	74.4	55.4	69.8
My teaching is valued by faculty in my department [4]	86.4	85.7	89.4	81.4	86.8	85.6	91.5	90.9	92.0	92.2	89.3	92.0
Issues believed to be of high or highest priority at your college or university												
To promote the intellectual development of students	75.9	75.5	77.4	70.8	85.1	70.8	83.3	84.2	81.8	82.9	77.4	77.4
To help students examine and understand their personal values	48.2	48.8	45.9	31.9	66.9	41.0	73.6	68.1	80.3	77.7	45.2	57.8
To develop a sense of community among students and faculty	44.3	44.5	43.3	30.9	56.3	39.9	63.9	60.9	65.3	67.3	43.3	43.7
To develop leadership ability among students	42.1	42.9	38.6	32.9	56.1	38.4	56.0	55.7	55.3	56.6	38.5	39.4
To facilitate student involvement in community service	34.3	35.8	28.3	21.0	55.7	30.1	53.3	46.5	65.4	56.6	28.5	25.0
To help students learn how to bring about change in American society	24.1	24.7	21.6	17.6	32.1	22.5	33.5	32.3	36.9	33.4	20.9	33.2

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Issues believed to be of high or highest priority at your college or university												
To increase or maintain institutional prestige	58.4	61.5	45.4	70.1	75.0	50.0	56.0	61.5	55.9	48.6	45.9	37.4
To hire faculty "stars"	26.3	29.9	11.3	48.5	44.3	14.7	13.7	17.3	10.5	10.3	11.8	3.3
To recruit more minority students	49.1	51.5	38.8	54.6	50.9	50.5	48.7	53.7	45.0	43.7	40.5	11.4
To enhance the institution's national image	61.1	68.4	30.4	81.0	82.4	54.7	59.3	66.3	56.8	50.8	31.4	15.3
To create a diverse multi-cultural campus environment	51.5	53.1	45.0	54.1	54.3	53.8	50.0	56.3	46.1	43.2	47.2	9.4
To promote the religious/spiritual development of students [4]	21.3	24.1	9.9	7.0	52.9	8.3	53.2	36.0	76.1	65.0	8.8	28.4
To mentor new faculty [4]	33.1	33.0	33.5	30.4	36.3	31.9	36.5	37.0	36.4	35.8	33.5	32.9
Attributes noted as being VERY descriptive of your institution												
It is easy for students to see faculty outside of regular office hours	48.0	47.6	49.6	35.3	50.1	46.2	66.6	64.6	65.0	70.1	49.1	56.2
There is a great deal of conformity among the students	24.5	26.2	17.6	20.1	37.6	21.7	34.5	30.8	40.6	36.5	16.8	29.6
The faculty are typically at odds with campus administrators	18.3	16.9	24.0	15.7	12.0	21.9	15.0	13.6	18.2	15.4	22.0	55.3
Faculty here respect each other	38.3	36.3	46.8	30.2	42.2	33.1	46.2	47.2	42.3	46.8	46.0	59.5
Most students are treated like "numbers in a book"	5.0	5.4	3.4	9.2	2.4	5.5	1.4	2.0	0.6	1.0	3.4	3.0
Social activities are overemphasized	7.7	8.7	3.5	10.1	7.2	7.0	10.0	11.2	6.8	9.9	3.7	0.0
Students here do not usually socialize with one another	5.0	4.0	9.0	3.6	1.0	7.0	2.6	3.3	2.7	1.5	9.2	6.0
Faculty are rewarded for being good teachers	14.5	15.3	11.2	9.7	19.6	14.9	21.7	24.8	17.1	19.9	11.8	1.6
Attributes noted as being NOT descriptive of your institution												
It is easy for students to see faculty outside of regular office hours	7.4	8.0	5.1	11.0	6.2	8.6	3.5	4.7	3.2	2.1	5.4	0.0
There is a great deal of conformity among the students	22.0	21.0	26.0	26.7	15.0	22.9	13.6	18.6	9.1	9.1	26.9	12.3
The faculty are typically at odds with campus administrators	33.1	34.2	28.3	32.6	40.0	29.0	39.9	42.9	29.3	41.3	28.9	18.6
Faculty here respect each other	5.8	6.4	3.2	7.8	4.9	7.1	4.4	4.5	5.9	3.6	3.4	1.1
Most students are treated like "numbers in a book"	71.8	70.9	75.7	54.2	82.0	69.4	91.1	89.5	90.5	93.5	75.8	75.3
Social activities are overemphasized	66.0	62.9	79.0	61.7	58.9	69.5	58.4	57.9	66.7	54.9	78.2	91.7
Students here do not usually socialize with one another	65.9	71.6	41.9	73.0	87.7	57.2	79.2	78.3	71.2	84.4	42.3	35.0
Faculty are rewarded for being good teachers	30.5	29.1	36.0	34.4	21.8	31.3	22.8	20.5	25.8	24.5	35.4	46.7

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Aspects of job noted as satisfactory or very satisfactory [6]												
Salary and fringe benefits	49.4	48.9	51.5	48.0	57.9	45.7	49.2	54.1	44.1	45.1	53.3	22.9
Opportunity for scholarly pursuits	64.5	66.2	56.7	73.1	77.3	58.5	59.3	62.3	58.7	55.7	57.5	43.9
Teaching load	58.2	58.8	55.3	63.1	69.2	52.8	54.1	55.7	56.5	50.7	55.4	55.1
Quality of students	42.1	45.0	29.6	41.1	70.1	34.4	50.1	54.3	46.7	46.1	29.8	25.4
Office/lab space	62.2	62.9	59.5	60.8	71.4	58.3	67.1	66.5	66.5	68.1	58.9	69.4
Autonomy and independence	87.0	87.7	84.2	88.5	90.5	85.1	88.4	88.2	88.8	88.5	84.7	75.7
Professional relationships with other faculty	77.4	76.0	83.2	72.9	77.2	75.5	80.8	79.3	81.4	82.6	82.9	87.9
Social relationships with other faculty	62.1	61.0	67.0	55.8	63.4	61.5	66.6	65.2	67.1	68.2	66.3	78.3
Competency of colleagues	73.5	73.3	74.5	71.7	77.7	70.1	77.5	77.4	76.0	78.4	73.9	83.2
Visibility for jobs at other institutions/organizations	43.4	44.4	39.2	49.1	53.0	38.0	40.0	41.0	39.4	38.7	38.4	51.3
Job security	80.8	81.1	79.5	83.7	84.7	79.9	76.8	76.4	78.8	76.4	80.0	71.0
Relationships with administration	60.1	60.1	59.9	57.1	63.2	58.0	65.7	65.1	65.8	66.4	60.4	51.8
Overall job satisfaction	76.8	76.0	80.1	74.4	80.7	73.3	79.5	79.7	81.5	78.2	79.7	86.8
Opportunity to develop new ideas	78.5	79.3	75.0	80.9	84.6	75.1	79.2	79.2	81.8	77.9	74.7	79.7
Availability of child care at this institution	38.2	32.4	55.1	33.7	35.0	36.7	23.3	22.9	26.7	22.4	52.7	92.8
If you were to begin your career again, would you still want to be a college professor?												
Definitely yes	49.5	49.6	49.0	46.7	53.9	47.6	53.9	53.3	57.1	53.1	49.6	39.3
Probably yes	32.4	32.5	32.3	33.3	31.6	32.1	32.2	32.6	31.5	32.1	31.9	39.6
Not sure	11.3	11.4	10.9	12.1	9.6	12.5	9.9	9.8	7.4	11.4	10.8	12.1
Probably no	5.2	5.1	5.7	6.2	4.0	5.9	3.2	3.4	3.6	2.6	5.5	9.0
Definitely no	1.6	1.5	2.0	1.7	1.0	2.0	0.8	0.9	0.4	0.9	2.1	0.0
Factors noted as source of stress for you during the last two years [7]												
Managing household responsibilities	65.3	65.6	63.8	63.6	64.2	66.9	67.8	68.1	65.5	68.6	63.9	61.5
Child care	30.0	30.5	27.7	29.8	31.2	29.8	32.1	31.7	31.9	32.8	27.5	30.0
Care of elderly parent	29.7	29.3	31.5	28.6	28.7	29.7	30.1	30.3	32.9	28.2	31.5	31.9
My physical health	44.7	43.8	48.2	43.3	42.6	45.8	42.7	43.0	41.9	42.5	48.2	49.7
Review/promotion process	43.0	43.6	40.3	44.4	40.2	46.1	41.2	42.4	39.8	40.2	40.4	37.8
Subtle discrimination (e.g., prejudice, racism, sexism)	17.2	17.3	16.4	17.3	15.2	20.5	14.4	14.1	13.3	15.3	16.5	16.1
Personal finances	57.0	56.8	57.9	53.9	51.9	58.5	61.6	61.6	60.4	62.2	57.8	60.4
Committee work	59.8	59.8	59.5	59.3	57.9	62.2	58.7	56.8	57.6	61.9	58.2	79.8
Faculty meetings	52.0	51.1	55.8	49.8	48.9	53.9	50.6	48.9	51.7	52.6	54.9	70.4
Colleagues	52.5	53.8	47.0	56.0	51.0	55.4	50.2	49.3	48.7	52.1	46.9	48.1
Students	53.6	52.4	58.6	53.2	45.0	53.0	54.8	53.0	52.0	58.9	59.4	45.1
Research or publishing demands	47.0	55.5	11.3	65.0	61.2	51.4	43.4	47.5	44.6	37.1	11.5	7.2
Institutional procedures and "red tape"	70.8	69.8	75.1	74.0	61.6	74.0	62.7	61.5	64.8	63.3	74.3	90.1
Teaching load	61.9	61.3	64.4	58.5	50.4	65.7	66.0	63.3	63.4	71.2	63.9	72.7
Children's problems	28.0	28.2	27.2	28.0	29.7	27.3	29.0	28.9	29.3	28.9	27.0	30.6
Marital friction	21.9	21.9	21.7	22.2	20.7	22.2	22.0	22.2	22.0	21.8	21.8	21.0
Time pressures	79.1	80.2	74.4	80.3	81.0	78.6	81.6	81.1	78.9	83.6	73.6	87.9
Lack of personal time	71.9	73.0	67.7	73.4	71.1	72.6	73.8	73.7	71.2	75.4	66.3	90.7
Keeping up with information technology	65.8	64.0	73.2	65.4	57.5	65.1	64.6	62.6	67.4	66.0	72.3	87.3

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Evaluation methods used in most or all undergraduate classes												
Multiple-choice mid-term and/or final exams	31.2	27.7	45.9	26.6	21.9	33.1	25.6	22.9	27.7	28.4	46.1	41.8
Essay mid-term and/or final exams	42.8	44.9	34.2	40.5	49.4	42.9	51.1	52.2	49.6	50.5	34.5	29.1
Short-answer mid-term and/or final exams	37.7	38.5	34.4	37.5	38.7	38.2	40.4	39.9	40.2	41.1	34.2	37.1
Quizzes	38.4	35.0	52.4	32.9	28.3	38.8	37.1	35.4	35.2	40.4	53.0	44.3
Weekly essay assignments	16.6	16.1	18.7	14.5	19.3	15.2	18.0	19.2	17.7	16.5	18.8	16.3
Student presentations	30.4	32.7	21.0	29.4	32.8	32.7	37.5	38.6	35.6	37.0	21.4	15.6
Term/research papers	35.9	38.2	26.1	35.8	43.8	36.5	40.8	41.5	41.6	39.3	25.5	35.4
Student evaluations of each others' work	11.2	11.9	8.3	10.5	12.0	12.4	13.1	13.2	13.4	12.8	8.8	1.6
Grading on a curve	21.1	22.8	14.2	26.4	25.5	21.2	17.8	17.5	18.5	17.8	13.8	19.5
Competency-based grading	47.8	46.9	51.4	46.8	49.5	47.1	45.3	45.6	45.3	44.9	51.4	51.6
Instructional methods used in most or all undergraduate classes												
Class discussions	68.3	68.0	69.9	62.4	69.1	69.9	73.0	74.7	72.1	71.0	69.9	70.2
Computer or machine-aided instruction	27.7	26.8	31.8	26.1	25.5	29.4	25.0	24.3	27.4	24.8	31.4	38.5
Cooperative learning (small groups)	32.6	32.5	33.2	27.7	29.8	34.5	38.2	37.3	39.0	39.2	33.1	35.2
Experiential learning/Field studies	18.2	18.4	17.5	17.8	15.1	20.1	19.0	20.0	15.7	19.4	17.7	14.5
Teaching assistants	10.9	12.9	2.7	20.9	21.5	6.4	4.4	5.3	1.6	4.4	2.9	0.0
Recitals/Demonstrations	17.9	17.5	19.7	17.8	17.9	18.0	16.1	16.6	15.0	15.9	20.7	2.6
Group projects	23.2	24.2	18.8	23.7	23.1	24.9	24.7	24.5	25.0	24.8	19.4	9.6
Independent projects	31.2	32.2	27.2	29.5	32.5	33.7	34.1	36.2	30.0	33.3	27.5	21.5
Extensive lecturing	54.6	54.7	54.2	60.0	56.8	54.7	45.6	44.7	49.3	44.9	54.5	47.9
Multiple drafts of written work	15.4	16.0	13.0	12.6	18.2	17.4	17.8	18.7	16.9	17.1	13.5	4.6
Readings on racial and ethnic issues	13.3	14.2	9.5	12.2	15.4	15.1	15.0	14.5	17.7	14.4	9.5	9.6
Readings on women and gender issues	12.0	12.7	9.1	10.8	14.3	13.2	13.8	13.9	16.9	12.1	9.0	11.1
Student-developed activities (assignments, exams, etc.)	13.0	12.6	14.8	11.2	12.2	15.1	11.7	11.7	13.2	10.9	14.7	16.6
Student-selected topics for course content	8.2	8.2	8.1	7.2	8.3	9.0	8.6	9.5	8.4	7.6	8.1	7.4
Community service as part of coursework	3.6	3.5	3.9	2.8	3.8	4.1	3.7	3.4	4.7	3.5	3.7	7.2
What is the highest level of education reached by your father?												
8th grade or less	13.8	12.6	18.9	12.8	10.9	13.7	11.9	10.5	15.3	12.0	19.0	17.0
Some high school	9.3	8.8	11.7	8.5	8.7	9.7	7.9	7.8	10.6	6.7	12.2	3.3
Completed high school	22.4	21.7	25.2	20.7	19.9	23.4	22.0	21.7	24.5	21.2	24.6	34.7
Some college	13.6	13.5	14.1	13.0	12.7	13.7	14.2	14.4	12.5	14.8	13.6	22.5
Graduated from college	15.8	16.4	13.4	17.4	16.8	15.6	15.7	16.0	15.6	15.3	13.3	16.2
Attended graduate or professional school	5.9	6.1	4.9	5.7	7.4	5.6	6.6	6.9	5.7	6.5	4.9	4.7
Attained advanced degree	19.2	21.0	11.7	22.0	23.6	18.2	21.8	22.7	15.7	23.6	12.3	1.6
by your mother?												
8th grade or less	10.1	9.8	11.7	9.4	9.3	10.8	9.1	7.8	13.1	8.9	11.2	19.5
Some high school	8.5	8.2	9.8	8.6	7.3	8.9	7.4	7.6	8.7	6.5	10.1	5.4
Completed high school	34.2	32.9	39.9	33.0	30.6	33.7	33.0	31.3	37.3	33.1	39.7	42.7
Some college	16.6	16.9	15.4	16.1	17.8	17.1	17.5	17.4	16.3	18.2	15.0	21.4
Graduated from college	16.8	17.4	14.1	17.7	19.0	16.2	17.6	19.2	15.1	16.8	14.7	4.7
Attended graduate or professional school	4.7	4.9	3.8	5.0	6.1	4.2	4.8	5.5	2.6	4.8	4.0	0.0
Attained advanced degree	9.1	9.9	5.4	10.2	9.8	9.1	10.6	11.2	6.9	11.7	5.3	6.4

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Agrees strongly or somewhat												
Western civilization and culture should be the foundation of the undergraduate curriculum	60.4	61.2	57.0	55.9	65.4	60.7	67.2	66.1	70.6	66.9	56.5	63.7
College officials have the right to ban persons with extreme views from speaking on campus	30.5	29.9	32.8	23.1	36.6	26.0	41.4	39.3	38.6	45.7	31.9	46.7
The chief benefit of a college education is that it increases one's earning power	31.6	27.7	47.6	28.1	22.6	32.1	24.4	24.1	28.8	22.6	48.8	28.6
Promoting diversity leads to the admission of too many under-prepared students	33.3	33.1	34.2	34.8	28.7	36.0	29.6	30.4	30.4	28.1	34.2	34.3
Colleges should be actively involved in solving social problems	60.6	62.0	55.0	60.6	61.8	62.0	64.1	63.0	64.0	65.5	55.5	47.3
Tenure is an outmoded concept	27.7	26.9	31.5	24.9	28.9	26.4	29.1	28.7	27.5	30.6	31.2	35.1
Colleges should encourage students to be involved in community service activities	78.4	78.3	79.0	72.6	83.2	76.9	85.6	82.9	87.0	88.7	79.3	73.5
Community service should be given weight in college admissions decisions	53.5	54.2	50.5	49.4	60.0	52.5	60.1	60.9	60.4	58.7	50.9	44.2
Tenure is essential to attract the best minds to academe	69.1	71.4	59.5	75.1	72.8	71.6	64.8	65.4	69.3	61.6	60.6	41.8
A racially/ethnically diverse student body enhances the educational experience of all students	88.0	89.0	84.2	86.3	89.8	88.5	90.1	89.9	88.1	91.4	84.3	82.2
External pressures often prevent researchers from being completely objective in the conduct of their work [4]	62.3	61.5	66.0	59.5	60.2	63.3	62.9	63.0	60.6	64.1	66.0	66.4
How would you characterize your political views?												
Far left	5.1	5.5	3.4	5.6	4.7	5.9	5.3	6.1	5.2	4.2	3.6	0.0
Liberal	38.9	41.2	29.0	43.6	44.6	39.3	38.2	39.5	38.8	36.3	29.4	21.9
Middle-of-the-road	35.3	34.0	40.9	34.3	32.9	35.8	31.9	31.2	33.1	32.3	41.0	38.4
Conservative	20.3	18.8	26.4	16.1	17.6	18.5	24.1	22.7	22.7	26.8	25.5	39.7
Far right	0.4	0.4	0.5	0.4	0.2	0.5	0.4	0.5	0.2	0.5	0.5	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
MAJOR OF HIGHEST DEGREE HELD												
Agriculture	1.4	1.5	1.0	3.3	0.6	0.7	0.2	0.2	0.1	0.4	1.0	1.2
Architecture or Urban Planning	0.6	0.7	0.4	1.3	1.1	0.3	0.1	0.1	0.2	0.0	0.4	0.0
Bacteriology, Molecular Biology	1.0	1.0	1.1	1.1	1.1	0.8	1.2	1.0	1.6	1.1	1.1	0.0
Biochemistry	0.7	0.7	0.6	1.1	0.7	0.3	0.6	0.5	0.4	0.9	0.5	1.2
Biophysics	0.2	0.2	0.0	0.4	0.2	0.1	0.1	0.1	0.1	0.1	0.0	0.0
Botany	0.7	0.9	0.2	1.0	0.8	0.9	0.7	0.7	0.4	0.8	0.2	0.0
Environmental Science	0.5	0.5	0.6	0.6	0.6	0.4	0.3	0.4	0.3	0.2	0.6	0.0
Marine (life) Sciences	0.2	0.2	0.1	0.1	0.1	0.4	0.2	0.3	0.1	0.1	0.1	0.0
Physiology, Anatomy	0.8	0.9	0.4	1.2	0.6	0.8	0.9	0.7	1.0	1.1	0.4	0.0
General, Other Biological Science	1.7	1.5	2.2	2.2	1.1	1.2	1.4	1.4	1.6	1.2	2.3	0.0
Accounting	1.5	1.4	1.8	1.0	1.4	1.8	1.3	1.7	0.9	1.1	1.5	6.4
Finance	1.0	1.1	0.7	0.8	1.0	1.5	0.9	0.8	1.5	0.8	0.7	1.2
International Business	0.2	0.2	0.2	0.0	0.2	0.2	0.3	0.5	0.0	0.2	0.2	0.0
Marketing	1.1	1.1	1.0	1.2	1.0	1.3	0.8	0.8	1.2	0.8	1.0	0.0
Management	2.1	2.1	2.4	1.5	1.5	2.4	2.7	2.7	3.8	2.0	2.5	1.7
Secretarial Studies	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
General, Other Business	1.0	0.9	1.6	0.7	0.4	1.2	1.0	0.6	1.6	1.3	1.4	4.6
Computer Science	1.5	1.4	2.1	1.3	0.9	1.4	1.9	2.2	1.8	1.4	2.2	0.0
Business Education	0.3	0.2	0.9	0.1	0.0	0.3	0.3	0.4	0.4	0.3	0.8	3.4
Elementary Education	0.3	0.3	0.2	0.2	0.2	0.6	0.2	0.2	0.4	0.2	0.2	0.0
Educational Administration	1.3	1.0	2.4	0.5	0.6	1.2	1.8	2.2	1.7	1.2	2.3	3.6
Educational Psychology and Counseling	0.6	0.5	0.8	0.3	0.5	0.6	0.9	0.7	1.8	0.7	0.7	1.7
Higher Education	1.5	0.9	3.8	0.4	0.4	1.3	1.6	1.2	2.1	1.8	4.0	1.2
Music or Art Education	0.5	0.5	0.2	0.6	0.2	0.5	0.6	0.4	0.3	0.9	0.2	0.0
Physical or Health Education	1.8	1.8	1.8	1.2	1.0	2.7	2.0	1.6	0.8	3.3	1.9	0.0
Secondary Education	0.8	0.6	1.9	0.5	0.4	0.8	0.7	0.5	0.5	1.0	2.0	0.0
Special Education	0.4	0.5	0.1	0.4	0.1	0.8	0.5	0.5	0.5	0.3	0.1	0.0
General, Other Education Fields	2.5	2.2	3.8	1.6	0.9	3.2	2.6	2.5	2.3	2.9	3.5	8.6
Aero-/astronautical Engineering	0.3	0.2	0.3	0.3	0.5	0.2	0.1	0.1	0.0	0.1	0.3	0.0
Chemical Engineering	0.6	0.6	0.4	1.2	0.9	0.2	0.1	0.1	0.0	0.2	0.4	0.0
Civil Engineering	1.0	1.2	0.3	1.8	2.0	0.9	0.2	0.2	0.0	0.4	0.3	0.0
Electrical Engineering	1.5	1.3	2.2	1.7	2.1	1.3	0.3	0.2	0.2	0.5	2.3	0.0
Industrial Engineering	0.4	0.3	0.4	0.4	0.2	0.4	0.1	0.1	0.3	0.1	0.5	0.0
Mechanical Engineering	1.2	1.3	0.9	2.4	0.7	1.1	0.3	0.3	0.0	0.3	1.0	0.0
Nuclear Engineering	0.1	0.1	0.0	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Engineering Fields	1.1	1.2	0.9	2.3	0.9	0.9	0.2	0.3	0.0	0.0	1.0	0.0
Ethnic Studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
MAJOR OF HIGHEST DEGREE HELD												
Art	2.1	2.1	2.0	2.1	1.4	2.4	2.2	2.4	2.1	2.0	2.2	0.0
Dramatics or Speech	1.7	1.8	1.3	1.3	1.5	2.0	2.4	2.5	1.6	2.8	1.4	0.0
Music	3.6	3.9	2.1	3.8	3.8	3.7	4.5	4.8	2.1	5.3	2.2	1.7
Other Fine Arts	0.8	0.8	1.0	0.8	1.1	0.8	0.6	0.7	0.4	0.5	1.1	0.0
Forestry	0.2	0.2	0.2	0.5	0.0	0.1	0.1	0.1	0.0	0.1	0.2	0.0
Geography	0.8	0.9	0.4	1.2	0.6	1.1	0.2	0.3	0.1	0.2	0.4	0.0
Dentistry	0.1	0.1	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.2	0.0
Health Technology	0.1	0.0	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
Medicine or Surgery	0.4	0.4	0.2	0.9	0.2	0.3	0.1	0.2	0.0	0.0	0.2	0.0
Nursing	0.1	0.1	0.2	0.1	0.1	0.2	0.0	0.0	0.0	0.1	0.2	0.0
Pharmacy, Pharmacology	0.4	0.5	0.0	1.2	0.4	0.1	0.2	0.1	0.0	0.3	0.0	0.0
Therapy (Speech, Physical, Occupational)	0.3	0.4	0.0	0.4	0.2	0.5	0.3	0.4	0.5	0.1	0.0	0.0
Veterinary Medicine	0.1	0.1	0.2	0.1	0.0	0.1	0.0	0.0	0.1	0.0	0.2	0.0
General, Other Health Fields	0.5	0.5	0.7	0.7	0.1	0.4	0.5	0.2	1.1	0.7	0.8	0.0
Home Economics	0.1	0.1	0.3	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.3	0.0
English Language and Literature	5.5	5.2	6.6	4.5	4.5	5.2	6.7	6.5	7.3	6.6	6.6	6.7
Foreign Languages and Literature	0.8	1.0	0.1	1.1	1.9	0.5	1.0	1.3	0.8	0.8	0.1	0.0
French	0.4	0.5	0.1	0.5	0.7	0.4	0.6	0.6	0.7	0.6	0.2	0.0
German	0.5	0.6	0.1	0.5	1.1	0.4	0.6	0.6	0.7	0.5	0.1	0.0
Spanish	0.6	0.7	0.4	0.6	1.0	0.5	0.8	0.9	0.7	0.8	0.4	0.0
Other Foreign Languages	0.5	0.5	0.2	0.8	0.9	0.2	0.4	0.6	0.2	0.2	0.2	0.0
History	4.7	5.1	3.0	4.2	6.1	5.1	5.6	5.7	6.2	5.2	3.1	1.7
Linguistics	0.5	0.6	0.4	0.7	0.9	0.6	0.3	0.3	0.2	0.4	0.4	0.0
Philosophy	2.3	2.5	1.1	1.9	4.4	2.2	2.8	2.6	4.1	2.3	1.2	0.0
Religion or Theology	1.9	2.0	1.3	0.5	3.4	0.5	5.2	3.8	6.8	6.4	0.6	12.2
General, Other Humanities Fields	1.0	1.1	0.5	1.1	1.3	0.8	1.3	1.4	0.9	1.5	0.6	0.0
Journalism	0.7	0.7	0.5	0.8	0.7	0.8	0.6	0.4	0.4	1.0	0.5	0.0
Law	0.8	0.7	1.4	0.6	0.8	0.7	0.9	0.9	1.4	0.5	1.1	6.4
Law Enforcement	0.3	0.1	1.0	0.1	0.1	0.2	0.2	0.1	0.2	0.3	1.1	0.0
Library Science	0.2	0.2	0.2	0.2	0.1	0.2	0.3	0.1	0.3	0.4	0.2	0.0
Mathematics and/or Statistics	6.3	6.0	7.5	6.2	5.7	6.1	5.6	5.4	5.9	5.8	7.8	3.4
Military Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
MAJOR OF HIGHEST DEGREE HELD												
Astronomy	0.2	0.2	0.2	0.4	0.1	0.1	0.2	0.4	0.0	0.1	0.2	0.0
Atmospheric Sciences	0.2	0.2	0.4	0.1	0.1	0.3	0.0	0.0	0.1	0.1	0.2	3.4
Chemistry	3.7	3.5	4.1	3.1	3.3	3.6	4.3	3.8	4.4	5.2	4.0	6.4
Earth Sciences	1.5	1.7	1.0	2.1	1.0	2.1	0.9	1.4	0.4	0.4	1.1	0.0
Marine Sciences (including Oceanography)	0.2	0.2	0.1	0.2	0.3	0.3	0.1	0.2	0.0	0.1	0.1	0.0
Physics	2.7	2.7	2.6	2.6	3.2	2.7	2.7	2.9	2.0	2.6	2.8	0.0
General, Other Physical Sciences	0.2	0.1	0.3	0.2	0.2	0.1	0.1	0.0	0.1	0.1	0.4	0.0
Clinical Psychology	0.8	1.0	0.4	0.7	1.2	1.2	0.9	1.4	0.7	0.3	0.4	0.0
Counseling and Guidance	0.5	0.4	0.8	0.1	0.4	0.4	0.7	0.8	0.6	0.6	0.8	0.0
Experimental Psychology	1.3	1.5	0.3	1.5	1.4	1.6	1.5	1.4	1.8	1.5	0.3	0.0
Social Psychology	0.7	0.8	0.5	0.7	0.8	0.9	0.8	0.7	0.9	0.9	0.5	0.0
General, Other Psychology	0.8	0.8	0.8	0.5	0.8	1.0	1.0	1.0	0.7	1.1	0.9	0.0
Anthropology	1.0	1.1	0.5	1.3	1.1	1.3	0.8	1.1	0.4	0.5	0.6	0.0
Archaeology	0.2	0.2	0.1	0.4	0.5	0.1	0.1	0.1	0.3	0.0	0.1	0.0
Economics	2.9	3.2	1.4	2.8	4.7	2.9	3.4	3.4	3.7	3.1	1.2	3.4
Political Science, Government	3.1	3.3	1.8	2.7	4.9	2.9	4.1	4.7	3.9	3.4	1.5	6.7
Sociology	2.4	2.7	1.5	3.1	2.8	2.6	2.0	2.0	2.4	2.0	1.6	0.0
General, Other Social Sciences	0.9	1.0	0.7	1.2	1.2	0.8	0.7	0.5	1.3	0.7	0.7	0.0
Social Work, Social Welfare	0.5	0.5	0.6	0.3	0.2	0.8	0.5	0.3	1.0	0.3	0.6	0.0
Building Trades	0.2	0.1	0.4	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.4	0.0
Data Processing, Computer Programming	0.2	0.1	0.8	0.0	0.0	0.1	0.2	0.4	0.1	0.1	0.5	6.7
Drafting/design	0.1	0.0	0.5	0.0	0.0	0.1	0.1	0.1	0.0	0.1	0.5	0.0
Electronics	0.1	0.0	0.6	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.6	0.0
Industrial Arts	0.3	0.1	0.8	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.8	0.0
Mechanics	0.3	0.0	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0
Other Technical	0.4	0.2	1.5	0.1	0.0	0.4	0.1	0.1	0.0	0.1	1.2	6.7
Other Vocational	0.3	0.1	1.4	0.0	0.1	0.1	0.0	0.1	0.0	0.0	1.5	0.0
Women's Studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All Other Fields	2.0	2.1	1.8	1.9	1.5	2.6	1.9	2.2	2.1	1.5	1.9	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Agriculture	1.5	1.6	0.9	3.8	0.7	0.7	0.2	0.2	0.0	0.1	1.0	0.0
Architecture or Urban Planning	0.6	0.7	0.2	1.5	1.2	0.1	0.0	0.1	0.0	0.0	0.2	0.0
Bacteriology, Molecular Biology	0.5	0.5	0.2	0.9	0.5	0.2	0.4	0.6	0.6	0.1	0.2	0.0
Biochemistry	0.3	0.4	0.0	0.9	0.4	0.0	0.1	0.1	0.0	0.1	0.0	0.0
Biophysics	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0
Botany	0.2	0.2	0.0	0.4	0.4	0.1	0.0	0.0	0.0	0.1	0.0	0.0
Environmental Science	0.5	0.5	0.5	0.5	0.6	0.6	0.5	0.7	0.1	0.3	0.5	0.0
Marine (life) Sciences	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.0	0.0
Physiology, Anatomy	0.3	0.3	0.2	0.7	0.0	0.2	0.1	0.1	0.3	0.0	0.2	0.0
Zoology	0.4	0.5	0.3	0.9	0.6	0.2	0.1	0.0	0.1	0.3	0.3	0.0
General, Other Biological Science	4.6	4.4	5.4	3.2	4.2	4.8	5.7	5.1	5.0	6.8	5.7	1.3
Accounting	1.8	1.6	2.6	1.0	1.5	2.2	1.9	1.8	2.8	1.4	2.4	6.7
Finance	0.9	1.1	0.1	1.0	1.2	1.4	0.7	0.9	0.8	0.4	0.2	0.0
International Business	0.1	0.1	0.1	0.1	0.2	0.1	0.3	0.4	0.1	0.2	0.1	0.0
Marketing	1.0	1.1	0.7	1.2	1.2	1.4	0.6	0.6	0.8	0.6	0.7	0.0
Management	2.5	2.7	1.4	1.8	2.0	3.4	3.7	3.6	5.4	3.0	1.1	6.1
Secretarial Studies	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
General, Other Business	1.9	1.6	3.3	1.0	1.2	1.4	2.9	2.1	3.9	3.3	3.3	3.6
Computer Science	2.4	2.3	3.0	1.9	1.1	2.8	2.9	3.3	3.8	1.9	2.9	3.6
Business Education	0.1	0.1	0.1	0.0	0.0	0.2	0.1	0.0	0.0	0.2	0.2	0.0
Elementary Education	0.6	0.7	0.1	0.3	0.3	1.2	0.9	0.9	1.5	0.6	0.1	0.0
Educational Administration	0.2	0.2	0.1	0.1	0.2	0.3	0.3	0.6	0.4	0.0	0.1	0.0
Educational Psychology and Counseling	0.2	0.3	0.1	0.2	0.2	0.3	0.3	0.4	0.3	0.1	0.1	0.0
Higher Education	0.1	0.2	0.0	0.2	0.1	0.2	0.2	0.2	0.1	0.3	0.0	0.0
Music or Art Education	0.2	0.2	0.0	0.4	0.1	0.1	0.2	0.1	0.0	0.3	0.0	0.0
Physical or Health Education	2.3	2.1	3.1	1.2	1.1	3.2	2.7	2.2	0.8	4.4	3.3	0.0
Secondary Education	0.4	0.5	0.0	0.4	0.4	0.7	0.6	0.5	0.4	1.0	0.0	0.0
Special Education	0.3	0.4	0.0	0.3	0.1	0.6	0.4	0.5	0.7	0.2	0.0	0.0
General, Other Education Fields	1.2	1.4	0.4	1.4	0.6	1.5	1.9	1.9	1.7	2.0	0.4	0.0
Aeronautical/astronautical Engineering	0.1	0.2	0.0	0.3	0.1	0.2	0.0	0.1	0.0	0.0	0.0	0.0
Chemical Engineering	0.5	0.6	0.0	1.1	1.0	0.1	0.1	0.1	0.0	0.1	0.0	0.0
Civil Engineering	0.9	1.1	0.2	1.7	2.4	0.6	0.1	0.1	0.0	0.2	0.2	0.0
Electrical Engineering	1.2	1.3	0.9	1.8	2.4	0.9	0.2	0.1	0.1	0.3	1.0	0.0
Industrial Engineering	0.2	0.2	0.0	0.5	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Mechanical Engineering	1.1	1.3	0.6	2.2	1.2	1.0	0.3	0.4	0.0	0.2	0.6	0.0
Nuclear Engineering	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
General, Other Engineering Fields	1.4	1.5	1.1	2.4	1.1	1.5	0.3	0.4	0.0	0.4	1.2	0.0
Ethnic Studies	0.1	0.1	0.1	0.2	0.0	0.2	0.0	0.0	0.0	0.1	0.1	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Art	2.4	2.4	2.3	2.5	1.7	2.7	2.3	2.4	2.0	2.2	2.4	1.3
Dramatics or Speech	1.7	1.8	1.3	1.4	1.5	1.9	2.5	2.6	1.4	2.9	1.3	0.0
Music	3.7	4.0	2.3	3.9	3.5	3.8	4.8	5.0	2.4	5.7	2.3	1.8
Other Fine Arts	0.7	0.8	0.6	1.0	1.1	0.7	0.3	0.5	0.1	0.3	0.6	0.0
Forestry	0.2	0.3	0.0	0.7	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0
Geography	0.7	0.8	0.3	1.2	0.6	0.9	0.2	0.2	0.1	0.1	0.3	0.0
Dentistry	0.2	0.2	0.4	0.4	0.1	0.1	0.0	0.0	0.0	0.0	0.4	0.0
Health Technology	0.1	0.1	0.3	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.4	0.0
Medicine or Surgery	0.4	0.5	0.0	1.1	0.1	0.3	0.1	0.2	0.0	0.0	0.0	0.0
Nursing	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.0	0.1	0.2	0.2	0.0
Pharmacy, Pharmacology	0.5	0.6	0.0	1.5	0.4	0.0	0.3	0.3	0.1	0.3	0.0	0.0
Therapy (Speech, Physical, Occupational)	0.4	0.5	0.2	0.5	0.2	0.6	0.4	0.5	0.8	0.0	0.2	0.0
Veterinary Medicine	0.1	0.1	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
General, Other Health Fields	0.9	0.9	1.0	1.3	0.3	0.7	0.8	0.8	1.4	0.7	1.0	1.3
Home Economics	0.1	0.1	0.0	0.2	0.0	0.3	0.0	0.1	0.0	0.0	0.0	0.0
English Language and Literature	6.0	5.7	7.2	4.9	5.3	5.6	7.1	6.6	7.6	7.5	7.2	7.0
Foreign Languages and Literature	1.7	1.9	0.7	2.0	2.4	1.6	2.1	1.9	3.0	1.9	0.7	0.0
French	0.3	0.3	0.0	0.4	0.9	0.1	0.3	0.4	0.0	0.3	0.0	0.0
German	0.3	0.4	0.0	0.5	0.9	0.1	0.3	0.4	0.1	0.2	0.0	0.0
Spanish	0.4	0.5	0.1	0.5	0.9	0.3	0.5	0.6	0.3	0.4	0.1	0.0
Other Foreign Languages	0.4	0.4	0.1	0.7	0.7	0.1	0.4	0.6	0.4	0.1	0.1	0.0
History	4.2	4.7	2.0	3.5	5.3	5.3	5.4	5.4	6.1	5.1	2.1	0.0
Linguistics	0.2	0.3	0.0	0.2	0.7	0.3	0.0	0.1	0.0	0.0	0.0	0.0
Philosophy	2.1	2.3	1.2	1.6	4.1	2.2	2.4	2.4	3.6	1.8	1.3	0.0
Religion or Theology	1.9	2.1	0.7	0.5	4.3	0.4	5.7	4.0	7.3	7.2	0.0	12.8
General, Other Humanities Fields	1.2	1.1	1.4	1.1	1.1	0.9	1.4	2.0	1.0	0.9	1.5	0.0
Journalism	0.7	0.8	0.2	1.0	0.8	0.9	0.6	0.4	0.7	0.7	0.2	0.0
Law	0.2	0.1	0.3	0.2	0.2	0.1	0.1	0.1	0.0	0.1	0.3	0.0
Law Enforcement	0.6	0.4	1.7	0.2	0.1	0.7	0.5	0.3	0.8	0.4	1.8	0.0
Library Science	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.4	0.3	0.0
Mathematics and/or Statistics	6.6	5.9	9.4	5.9	5.3	6.2	5.9	5.4	5.9	6.4	9.6	7.2
Military Science	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

MALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Astronomy	0.1	0.1	0.1	0.2	0.1	0.1	0.1	0.2	0.0	0.0	0.1	0.0
Atmospheric Sciences	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0
Chemistry	3.6	3.3	4.7	2.3	2.9	3.7	4.5	3.7	4.6	5.7	4.6	6.7
Earth Sciences	1.5	1.8	0.5	2.3	1.2	2.2	0.8	1.3	0.1	0.5	0.5	0.0
Marine Sciences (including Oceanography)	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.0	0.1	0.1	0.0
Physics	2.5	2.5	2.3	2.4	2.7	2.8	2.2	2.5	1.3	2.3	2.4	0.0
General, Other Physical Sciences	0.5	0.2	1.5	0.1	0.2	0.4	0.2	0.3	0.1	0.2	1.5	0.0
Clinical Psychology	0.3	0.4	0.2	0.4	0.4	0.4	0.4	0.5	0.3	0.2	0.2	0.0
Counseling and Guidance	0.3	0.1	0.8	0.1	0.1	0.1	0.2	0.1	0.4	0.2	0.6	3.7
Experimental Psychology	0.8	1.0	0.0	1.1	1.1	1.1	0.7	0.8	0.5	0.5	0.0	0.0
Social Psychology	0.2	0.2	0.2	0.4	0.2	0.1	0.2	0.2	0.2	0.3	0.2	0.0
General, Other Psychology	2.2	2.3	1.8	1.3	2.2	2.9	2.9	3.2	2.7	2.8	1.9	0.0
Anthropology	1.0	1.2	0.6	1.6	1.5	1.0	0.4	0.7	0.2	0.2	0.6	0.0
Archaeology	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Economics	2.3	2.5	1.6	2.2	4.2	2.1	2.5	2.8	2.0	2.5	1.5	3.6
Political Science, Government	2.7	3.1	1.4	2.6	4.8	2.4	3.7	4.5	3.1	2.8	0.9	9.5
Sociology	2.1	2.4	0.7	2.8	2.3	2.4	2.0	1.8	2.4	2.0	0.8	0.0
General, Other Social Sciences	2.0	1.4	4.3	1.3	1.7	1.4	1.5	1.2	2.1	1.5	4.2	6.7
Social Work, Social Welfare	0.5	0.5	0.6	0.4	0.3	0.7	0.5	0.4	1.1	0.3	0.6	0.0
Building Trades	0.3	0.2	0.7	0.1	0.0	0.5	0.0	0.0	0.0	0.0	0.8	0.0
Data Processing, Computer Programming	0.5	0.2	2.0	0.0	0.0	0.3	0.4	0.7	0.2	0.2	1.7	7.0
Drafting/design	0.4	0.0	1.8	0.0	0.0	0.1	0.1	0.1	0.1	0.0	1.9	0.0
Electronics	0.5	0.1	2.2	0.0	0.0	0.2	0.0	0.0	0.0	0.0	2.3	0.0
Industrial Arts	0.2	0.1	0.4	0.1	0.1	0.3	0.0	0.0	0.0	0.0	0.4	0.0
Mechanics	0.6	0.1	2.8	0.0	0.0	0.2	0.1	0.0	0.0	0.2	2.8	1.8
Other Technical	1.0	0.4	3.6	0.4	0.2	0.8	0.1	0.2	0.0	0.1	3.5	7.0
Other Vocational	0.4	0.1	2.0	0.0	0.0	0.3	0.0	0.0	0.0	0.1	2.1	0.0
Women's Studies	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
All Other Fields	2.9	2.9	3.2	2.7	2.1	3.3	3.0	3.3	3.2	2.4	3.3	1.3

National Normative Data for the 2001-02 HERI Faculty Survey

Female Faculty

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Number of Respondents	13,540	12,133	1,407	2,265	1,395	3,589	4,884	2,142	1,029	1,713	1,366	41
Age as of December 31, 2001												
Less than 30	2.4	2.5	2.3	3.1	1.6	2.2	2.6	2.7	1.1	3.5	2.4	1.2
30 to 34	8.2	8.7	6.8	8.3	9.6	8.5	9.2	9.6	7.0	10.2	6.4	15.3
35 to 39	11.3	12.2	9.2	13.5	13.6	11.4	11.4	11.5	10.0	12.3	9.2	9.2
40 to 44	14.2	14.2	14.1	12.9	15.3	15.1	14.0	14.9	12.4	14.0	14.4	8.0
45 to 49	18.2	17.8	19.2	19.1	14.9	18.7	16.5	17.2	15.0	16.7	19.1	20.7
50 to 54	19.8	18.9	22.0	19.3	18.4	19.4	18.1	17.1	21.3	17.2	22.1	20.3
55 to 59	15.7	14.5	18.7	13.5	15.4	14.6	15.1	15.4	14.6	15.0	18.6	21.7
60 to 64	7.2	7.7	6.1	7.6	7.8	7.2	8.4	8.0	10.6	7.3	6.3	3.5
65 to 69	1.8	2.2	0.9	1.7	2.4	2.1	2.8	1.9	4.5	2.8	0.9	0.0
70 or more	1.0	1.2	0.6	0.9	1.0	0.8	2.1	1.9	3.6	1.2	0.6	0.0
What is your present academic rank?												
Professor	20.9	20.1	22.8	20.9	22.5	20.2	18.3	20.5	15.8	17.1	22.8	22.2
Associate Professor	26.6	28.4	22.3	30.4	29.2	26.0	28.9	27.8	31.9	28.4	21.3	42.6
Assistant Professor	32.6	35.3	26.0	32.1	33.2	35.3	39.1	36.3	42.1	40.8	26.0	25.9
Lecturer	4.6	6.1	1.1	7.2	10.9	6.5	2.5	2.8	2.2	2.3	1.2	0.0
Instructor	13.5	8.5	25.7	6.7	2.6	10.9	9.5	10.4	7.5	9.8	26.6	6.8
Other	1.8	1.7	2.1	2.7	1.5	1.0	1.6	2.3	0.6	1.5	2.0	2.5
What is your administrative title?												
Not applicable	76.5	77.8	73.3	80.3	80.4	80.8	70.3	71.9	69.0	69.1	73.6	67.9
Director, coordinator, or administrator of an institute, center, lab or specially-funded program	10.8	10.6	11.4	11.1	9.2	10.4	11.0	10.6	11.6	11.0	10.9	22.0
Department Chair	7.4	6.4	9.8	2.6	4.9	4.2	13.5	11.4	15.6	14.8	10.0	4.8
Dean	0.2	0.1	0.2	0.0	0.1	0.1	0.3	0.2	0.4	0.4	0.1	2.4
Associate or Assistant Dean	0.4	0.5	0.2	0.8	0.6	0.3	0.5	0.6	0.0	0.8	0.2	0.0
Vice-President, Provost, Vice-Chancellor	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
President, Chancellor	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	4.7	4.6	5.1	5.2	4.9	4.2	4.4	5.3	3.4	3.9	5.2	2.9
What is your principal activity in your current position at this institution?												
Administration	2.4	2.6	2.0	3.0	2.4	2.4	2.7	2.6	2.7	2.9	1.9	4.1
Teaching	93.4	91.9	96.9	83.9	87.3	95.9	96.6	96.4	97.0	96.5	97.0	95.9
Research	3.2	4.6	0.0	11.9	8.9	1.1	0.1	0.2	0.1	0.0	0.0	0.0
Services to clients and patients	0.5	0.4	0.7	0.6	0.6	0.3	0.2	0.3	0.0	0.2	0.7	0.0
Other	0.5	0.5	0.5	0.5	0.8	0.4	0.4	0.5	0.2	0.5	0.5	0.0
Racial/Ethnic group [1]												
White/Caucasian	90.4	89.7	92.1	89.1	89.5	89.1	91.3	90.0	92.8	92.2	92.2	90.9
African American/Black	2.8	3.2	1.8	3.5	2.5	2.8	3.5	3.8	2.1	4.1	1.9	0.0
American Indian	1.8	1.7	2.1	2.0	1.1	1.8	1.4	1.7	1.3	1.2	1.9	7.6
Asian American/Asian	3.1	3.3	2.5	3.2	2.9	4.1	2.7	3.6	1.9	2.0	2.6	0.0
Mexican American/Chicano	1.0	1.2	0.7	1.7	1.2	1.2	0.6	1.1	0.2	0.1	0.7	0.6
Puerto Rican American	0.6	0.6	0.7	0.4	0.6	0.6	0.6	0.7	0.8	0.2	0.8	0.0
Other Latino	1.7	1.9	1.3	2.1	3.1	1.6	1.6	1.6	2.2	1.2	1.2	2.8
Other	2.0	2.1	1.6	2.1	3.1	2.1	1.8	2.0	1.1	1.8	1.5	3.3

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
Highest degree earned												
Bachelor's (B.A., B.S., etc.)	2.4	0.9	6.0	0.5	0.8	1.1	1.0	1.1	1.1	0.9	6.2	2.0
Master's (M.A., M.S., etc.)	37.2	24.0	69.5	20.8	14.7	25.5	29.1	27.5	28.4	31.9	69.0	80.8
LL.B., J.D.	0.6	0.6	0.7	0.4	1.2	0.7	0.4	0.3	0.9	0.3	0.7	0.0
M.D., D.D.S. (or equivalent)	0.5	0.6	0.1	1.5	0.3	0.2	0.2	0.1	0.2	0.3	0.2	0.0
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.6	0.6	0.8	0.6	0.7	0.3	0.8	0.7	0.8	0.8	0.8	0.0
Ed.D.	4.6	5.4	2.7	3.2	3.3	7.5	5.9	5.6	5.9	6.4	2.7	2.7
Ph.D.	48.9	63.4	13.6	69.1	74.6	60.1	57.5	59.2	56.8	55.5	14.0	6.0
Other degree	3.8	3.8	3.8	3.0	3.8	4.1	4.2	4.7	4.7	3.0	3.9	2.8
None	1.3	0.7	2.8	0.9	0.5	0.5	0.9	0.8	1.2	0.8	2.6	5.6
Field of highest degree [2]												
Agriculture or Forestry	0.3	0.4	0.2	0.9	0.2	0.3	0.1	0.1	0.0	0.1	0.2	0.0
Biological Sciences	5.6	4.8	7.5	5.8	3.8	4.3	4.7	5.4	4.5	4.1	7.6	5.4
Business	4.5	4.2	5.4	3.0	4.4	4.9	4.4	3.9	5.2	4.4	5.1	10.6
Education	19.5	18.2	22.6	14.8	9.2	22.3	19.9	19.1	16.8	23.3	22.9	16.3
Engineering	1.1	1.1	0.9	1.7	2.5	0.9	0.3	0.4	0.1	0.3	1.0	0.0
English	9.0	8.2	11.0	6.8	9.7	8.0	9.1	10.2	8.1	8.4	11.1	9.7
Health related	10.3	8.6	14.3	9.7	6.5	9.4	7.4	4.3	14.2	6.8	13.7	25.1
History or Political Science	4.1	5.1	1.7	5.2	7.4	4.6	4.8	6.0	3.2	4.3	1.7	2.3
Humanities	9.7	12.0	4.1	14.2	19.7	7.8	12.3	12.3	13.6	11.3	4.2	1.9
Fine Arts	8.4	9.3	6.3	11.3	8.9	7.6	9.5	9.3	7.5	11.3	5.7	17.3
Mathematics or Statistics	4.4	3.4	6.9	2.4	3.8	3.8	3.7	3.7	3.6	3.9	7.0	5.4
Physical Sciences	3.2	3.4	2.6	2.9	3.4	3.7	3.7	3.7	2.9	4.4	2.6	2.9
Social Sciences	12.9	14.6	8.8	13.7	14.7	15.0	14.7	16.2	14.7	12.7	9.2	1.4
Other Technical	1.4	1.1	2.0	0.8	1.2	1.2	1.2	1.2	1.1	1.2	2.1	0.0
Other Non-technical	5.6	5.6	5.5	6.7	4.7	6.2	4.2	4.5	4.5	3.6	5.7	1.9
Year highest degree earned												
Before 1964	1.2	1.1	1.3	1.2	2.1	0.7	1.1	1.4	1.6	0.3	1.3	0.0
1964 to 1968	2.2	2.0	2.5	2.2	2.2	1.8	2.2	2.6	1.6	2.0	2.6	0.0
1969 to 1973	6.6	6.1	7.8	7.4	6.7	5.5	5.5	5.9	6.6	4.2	7.7	8.4
1974 to 1978	9.8	9.0	11.9	9.9	12.1	7.9	8.2	7.8	10.1	7.3	12.3	5.1
1979 to 1983	13.1	12.3	15.0	12.6	13.7	11.9	11.9	12.2	12.8	10.9	14.8	19.5
1984 to 1988	14.3	14.3	14.4	14.4	13.5	14.3	14.6	14.9	13.6	15.0	14.7	8.1
1989 to 1993	19.2	19.6	18.1	18.3	18.2	20.7	20.2	19.8	20.7	20.5	18.0	19.5
1994 to 1998	22.0	23.2	19.0	22.9	20.8	24.2	23.4	22.8	21.1	25.8	18.2	35.1
1999 to 2001	11.6	12.2	10.0	11.2	10.7	13.1	12.9	12.5	12.0	14.0	10.3	4.2
Degree currently working on												
Bachelor's (B.A., B.S., etc.)	1.0	0.3	2.8	0.0	0.1	0.6	0.2	0.2	0.3	0.0	2.7	3.6
Master's (M.A., M.S., etc.)	4.5	1.7	11.5	1.6	1.3	2.1	1.5	1.3	1.8	1.4	11.9	3.6
LL.B., J.D.	0.1	0.1	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.0
M.D., D.D.S. (or equivalent)	2.5	2.5	2.6	2.6	2.8	2.1	2.7	3.4	2.5	1.9	2.8	0.0
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	0.5	0.4	0.7	0.7	0.0	0.3	0.3	0.6	0.3	0.0	0.4	5.9
Ed.D.	4.2	3.3	6.5	1.9	1.4	4.4	4.0	4.3	2.8	4.5	6.0	15.1
Ph.D.	15.6	14.8	17.6	11.8	7.9	15.9	18.6	17.6	15.7	21.9	17.9	10.6
Other degree	2.5	1.8	4.3	1.8	0.3	2.4	1.8	1.3	2.2	2.2	4.2	5.9
None	69.1	75.1	54.1	79.5	86.3	72.0	70.9	71.4	74.4	67.9	54.0	55.1

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Department of your current faculty appointment [3]												
Agriculture or Forestry	0.5	0.6	0.1	1.8	0.1	0.3	0.0	0.1	0.0	0.0	0.1	0.0
Biological Sciences	5.1	4.1	7.6	4.2	3.6	3.7	4.9	5.4	5.1	4.1	7.6	6.3
Business	5.9	5.1	7.8	4.3	5.1	5.5	5.6	4.7	6.2	6.5	7.9	5.7
Education	11.0	13.0	6.2	9.8	5.5	16.4	14.7	14.0	11.2	18.4	6.3	4.7
Engineering	0.8	1.0	0.1	1.7	2.4	0.8	0.2	0.2	0.1	0.2	0.1	0.0
English	10.3	9.1	13.2	8.0	9.3	9.0	10.3	11.4	8.7	10.0	13.5	5.7
Health related	12.9	11.2	17.0	13.7	7.7	12.2	8.6	5.8	17.4	6.1	16.5	26.3
History or Political Science	3.8	4.8	1.3	4.7	6.8	4.4	4.5	5.6	3.3	4.0	1.4	0.0
Humanities	9.6	11.6	4.9	12.7	21.1	7.5	12.0	11.3	13.0	12.2	4.8	7.7
Fine Arts	8.6	9.8	5.8	11.6	10.6	7.7	10.3	10.0	8.8	11.7	5.3	15.7
Mathematics or Statistics	5.6	3.9	9.9	2.5	4.0	4.8	4.0	4.1	3.5	4.4	9.9	10.4
Physical Sciences	3.4	3.6	3.0	2.9	3.4	3.9	4.0	3.8	3.1	4.9	3.1	0.0
Social Sciences	12.6	13.6	10.1	13.3	12.7	13.6	14.5	16.5	13.3	12.5	10.3	4.5
Other Technical	2.8	1.6	5.6	1.1	1.2	2.1	1.8	1.9	1.7	1.6	5.5	8.7
Other Non-technical	7.1	6.9	7.5	7.8	6.6	8.2	4.6	5.3	4.7	3.5	7.7	4.3
Year appointed at present institution												
Before 1964	0.4	0.5	0.3	0.6	0.7	0.3	0.5	0.4	1.1	0.3	0.3	0.0
1964 to 1968	1.4	1.5	1.2	1.2	0.7	1.7	1.7	1.5	2.6	1.3	1.3	0.0
1969 to 1973	3.7	3.8	3.5	4.5	3.7	3.9	3.0	2.8	3.3	2.9	3.5	2.4
1974 to 1978	6.1	5.9	6.6	7.0	8.3	4.9	5.2	4.9	7.0	4.4	6.8	2.4
1979 to 1983	8.1	7.5	9.6	8.6	9.4	6.1	7.3	7.3	8.9	6.2	9.9	2.4
1984 to 1988	11.6	11.5	11.8	11.2	12.6	10.4	12.7	13.6	12.5	11.5	11.2	24.2
1989 to 1993	19.0	18.1	21.1	17.8	16.9	18.4	18.4	18.5	19.3	17.7	21.5	13.4
1994 to 1998	24.4	25.3	22.2	23.7	24.0	26.5	25.7	26.1	21.6	28.3	22.1	23.4
1999 to 2001	25.3	26.0	23.7	25.3	23.7	27.6	25.5	24.9	23.8	27.5	23.3	31.8
Are you tenured?												
Yes	48.4	45.8	54.8	48.7	47.5	47.1	40.7	40.8	45.9	36.9	56.9	15.1
No	51.6	54.2	45.2	51.3	52.5	52.9	59.3	59.2	54.1	63.1	43.1	84.9
Year tenure was awarded												
Before 1964	0.2	0.3	0.1	0.1	0.2	0.4	0.2	0.1	0.6	0.2	0.1	0.0
1964 to 1968	0.6	0.7	0.2	0.9	0.9	0.5	0.8	0.9	0.9	0.4	0.2	0.0
1969 to 1973	2.6	2.5	2.9	2.5	1.7	3.1	1.8	1.8	1.8	1.8	2.9	0.0
1974 to 1978	6.0	6.6	4.8	8.2	6.2	6.5	4.9	3.9	6.6	4.7	4.9	0.0
1979 to 1983	9.5	9.5	9.4	11.5	13.5	7.9	7.5	7.0	9.2	6.7	9.5	0.0
1984 to 1988	13.9	13.3	15.3	13.9	16.3	11.5	13.6	14.9	14.0	11.4	15.5	0.0
1989 to 1993	19.2	18.7	20.2	19.3	17.9	17.9	19.6	20.9	21.0	16.4	20.0	41.8
1994 to 1998	28.7	29.3	27.3	27.6	24.0	30.6	32.2	31.0	30.5	35.5	27.1	45.4
1999 to 2001	19.3	19.1	19.8	16.2	19.4	21.3	19.4	19.5	15.4	22.8	19.8	12.8
Do your interests lie primarily in teaching or research?												
Very heavily in teaching	44.0	31.3	74.5	22.7	19.5	34.3	40.7	35.8	41.2	47.2	74.4	77.6
In both, but leaning toward teaching	35.4	40.9	22.1	35.2	34.0	44.6	44.6	45.4	46.3	42.1	22.6	12.4
In both, but leaning toward research	17.8	24.0	2.9	34.5	39.6	19.2	13.6	17.5	11.5	9.7	2.9	2.3
Very heavily in research	2.8	3.8	0.5	7.6	6.9	1.8	1.1	1.3	1.0	1.1	0.1	7.8

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Salary is based on:												
9/10 months	78.4	77.8	79.8	82.4	71.2	83.1	69.1	63.2	73.9	74.0	80.0	77.4
11/12 months	21.6	22.2	20.2	17.6	28.8	16.9	30.9	36.8	26.1	26.0	20.0	22.6
Base salary (in $1,000s)												
9/10 month contract												
Less than $20,000	2.8	2.4	4.0	1.8	3.2	1.8	3.4	5.0	2.5	2.2	4.1	3.1
$20,000 to 29,999	3.7	3.7	3.7	3.7	3.2	3.4	4.1	3.7	1.6	6.5	3.0	15.7
$30,000 to 39,999	17.8	13.6	27.9	9.1	6.7	15.6	18.8	13.3	15.9	27.7	27.6	32.8
$40,000 to 49,999	30.2	31.1	28.1	28.3	21.1	33.2	35.5	31.1	39.4	38.0	28.6	17.6
$50,000 to 59,999	20.3	21.8	16.8	24.1	21.9	20.3	21.4	21.5	26.1	17.7	16.2	27.5
$60,000 to 69,999	12.2	13.2	9.7	15.6	14.4	13.0	10.0	12.5	11.3	5.9	10.1	3.3
$70,000 to 79,999	6.9	7.0	6.7	7.2	13.2	7.7	3.3	5.8	1.4	1.6	7.0	0.0
$80,000 to 89,999	3.8	4.4	2.5	5.8	6.6	4.2	2.0	3.5	1.5	0.5	2.6	0.0
$90,000 to 99,999	1.0	1.2	0.5	2.1	3.0	0.4	0.6	1.3	0.4	0.0	0.6	0.0
$100,000 to 124,999	1.0	1.3	0.2	1.7	5.0	0.2	0.9	2.1	0.0	0.0	0.2	0.0
$125,000 to 149,999	0.2	0.3	0.0	0.4	1.7	0.0	0.1	0.3	0.0	0.0	0.0	0.0
$150,000 or more	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
11/12 month contract												
Less than $20,000	3.1	1.8	6.4	1.2	0.5	1.3	3.1	4.7	0.8	1.6	6.8	0.0
$20,000 to 29,999	3.6	3.1	4.7	2.2	2.7	3.6	3.5	3.7	0.4	5.3	3.1	32.9
$30,000 to 39,999	16.2	14.8	20.0	8.2	7.4	16.3	20.3	14.7	21.8	30.2	20.6	8.8
$40,000 to 49,999	28.0	28.5	26.4	19.2	22.5	29.0	35.9	33.2	38.6	39.1	26.0	32.3
$50,000 to 59,999	18.0	19.9	12.9	19.6	20.0	19.0	20.5	19.9	26.9	17.2	12.2	25.9
$60,000 to 69,999	13.8	13.9	13.6	19.9	19.6	12.9	9.0	11.3	8.5	4.9	14.4	0.0
$70,000 to 79,999	7.9	8.3	6.8	11.3	12.9	9.4	4.0	6.1	1.8	1.3	7.2	0.0
$80,000 to 89,999	4.6	4.3	5.5	6.3	5.2	4.9	2.3	4.0	0.3	0.4	5.8	0.0
$90,000 to 99,999	2.1	1.9	2.5	2.4	5.2	1.4	0.8	1.3	0.7	0.0	2.7	0.0
$100,000 to 124,999	2.3	2.9	0.4	7.8	3.6	2.1	0.5	0.9	0.0	0.0	0.5	0.0
$125,000 to 149,999	0.5	0.5	0.4	2.0	0.0	0.0	0.1	0.1	0.0	0.0	0.4	0.0
$150,000 or more	0.1	0.0	0.3	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.4	0.0
Are you currently?												
Married	65.6	63.3	71.0	60.7	65.6	62.5	66.2	66.7	60.5	69.6	70.3	84.1
Unmarried, living with partner	7.0	6.9	7.1	8.8	7.0	7.0	4.9	6.0	4.2	3.8	7.3	3.5
Single	27.5	29.7	21.9	30.5	27.4	30.5	29.0	27.3	35.3	26.5	22.4	12.4
Have you ever been?												
Divorced	26.9	27.0	26.5	29.2	24.2	30.0	22.2	23.5	21.6	20.8	26.9	20.3
Widowed	2.9	2.9	2.9	2.7	2.5	3.4	2.7	2.3	3.4	2.8	2.6	9.7
Separated	4.0	4.1	3.8	4.3	3.8	4.0	4.3	4.9	4.5	3.1	3.9	2.3

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY CHILDREN DO YOU HAVE IN THE FOLLOWING AGE RANGES?												
0-4 years old												
None	91.3	90.0	94.4	90.0	90.2	90.2	89.8	89.5	91.3	89.2	94.6	89.9
One	6.7	7.8	4.1	7.9	6.8	7.8	8.0	8.4	7.2	8.0	4.0	5.0
Two	1.7	2.0	1.1	2.0	2.8	1.7	1.9	1.9	1.3	2.4	0.9	5.0
Three	0.2	0.1	0.4	0.1	0.1	0.1	0.2	0.2	0.1	0.3	0.4	0.0
Four or more	0.1	0.1	0.0	0.0	0.2	0.1	0.1	0.1	0.1	0.0	0.0	0.0
5-12 years old												
None	84.1	83.8	84.9	83.8	84.2	83.8	83.7	84.3	82.2	83.9	85.1	80.7
One	10.4	10.8	9.2	11.0	10.6	10.9	10.7	10.5	11.3	10.5	9.4	5.0
Two	4.8	4.8	5.0	4.6	4.5	4.9	4.9	4.1	6.1	5.1	4.9	7.3
Three	0.6	0.5	0.8	0.6	0.4	0.3	0.7	0.8	0.5	0.5	0.5	6.9
Four or more	0.1	0.1	0.1	0.0	0.3	0.1	0.1	0.2	0.0	0.0	0.1	0.0
13-17 years old												
None	84.4	85.1	82.5	85.3	83.7	85.8	84.6	83.5	86.2	84.9	82.3	86.4
One	11.7	11.1	13.2	11.6	11.2	10.5	11.2	12.0	9.0	11.6	13.2	13.6
Two	3.7	3.5	4.0	3.0	4.7	3.3	3.9	4.4	4.2	3.0	4.2	0.0
Three	0.3	0.3	0.2	0.1	0.3	0.4	0.3	0.1	0.5	0.4	0.3	0.0
Four or more	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.0
18-23 years old												
None	80.4	83.2	73.7	85.2	81.2	83.1	82.2	82.3	81.8	82.5	73.7	73.9
One	13.0	11.4	17.0	10.8	12.7	11.5	11.3	11.2	11.5	11.2	17.1	15.9
Two	5.7	4.7	8.4	3.5	5.2	4.6	5.7	5.4	6.0	5.9	8.3	8.9
Three	0.6	0.6	0.7	0.5	0.8	0.6	0.7	0.8	0.6	0.5	0.6	1.2
Four or more	0.2	0.1	0.3	0.0	0.0	0.2	0.2	0.3	0.1	0.0	0.3	0.0
24 years old or older												
None	73.2	75.4	68.0	78.5	78.4	73.5	73.3	73.2	73.9	73.1	68.3	62.7
One	9.7	9.2	11.1	8.4	6.9	10.4	9.2	9.0	9.3	9.5	11.0	13.1
Two	10.8	10.0	12.9	8.0	10.1	10.5	11.2	11.1	11.8	10.9	12.5	20.3
Three	3.8	3.4	4.9	3.1	2.8	3.5	3.9	4.0	3.3	4.3	4.9	3.9
Four or more	2.4	2.1	3.1	1.9	1.8	2.1	2.3	2.7	1.7	2.3	3.3	0.0
What is the highest level of education reached by your spouse/partner?												
8th grade or less	0.1	0.1	0.1	0.1	0.0	0.0	0.1	0.2	0.2	0.1	0.1	0.0
Some high school	0.4	0.3	0.8	0.2	0.3	0.6	0.2	0.1	0.2	0.3	0.6	4.5
Completed high school	3.2	2.4	5.1	1.7	1.7	3.0	2.6	2.1	2.6	3.1	4.8	9.7
Some college	8.3	6.6	12.4	6.5	3.9	7.4	6.7	6.5	7.9	6.0	12.0	19.8
Graduated from college	15.3	12.7	21.5	11.7	11.1	14.1	12.7	12.8	12.5	12.6	21.8	16.9
Attended graduate or professional school	9.0	8.9	9.3	8.1	8.4	9.1	9.7	8.5	10.5	10.8	9.7	2.3
Attained advanced degree	45.1	48.6	36.3	51.3	56.1	45.2	47.3	50.3	40.9	47.6	36.1	40.3
Does not apply (No spouse or partner)	18.7	20.4	14.5	20.4	18.4	20.7	20.8	19.6	25.0	19.4	14.9	6.5

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Reasons noted as very important in your decision to pursue an academic career												
Autonomy	72.1	73.8	68.0	75.3	77.6	73.0	71.9	74.0	71.7	68.9	67.7	74.4
Flexible schedule	74.3	74.2	74.5	74.1	73.3	75.2	73.2	74.5	71.4	72.8	74.2	79.7
Intellectual challenge	86.4	88.5	81.4	90.7	92.1	87.4	86.1	87.0	88.0	83.4	81.3	83.4
Intellectual freedom	77.5	79.3	73.3	81.6	79.8	79.5	76.5	77.1	80.4	72.9	72.8	82.8
Freedom to pursue my scholarly/teaching interests	74.4	79.1	63.1	83.1	81.3	78.3	75.1	77.5	76.6	70.7	62.3	78.1
Opportunities for teaching	75.9	74.0	80.5	67.2	63.8	78.1	79.7	77.0	83.1	81.2	80.5	81.1
Opportunities for research	33.4	43.4	9.1	56.1	56.6	38.9	31.2	36.5	29.2	25.2	9.2	7.7
Occupational prestige/professional status	17.9	18.0	17.6	19.0	17.1	18.5	16.9	17.4	18.7	14.7	17.8	14.5
Opportunity to influence social change	32.4	33.8	29.0	34.7	29.5	35.2	32.7	32.8	36.5	29.7	28.9	31.1
General activities												
Have you ever held an academic administrative post?	35.1	36.7	31.0	36.9	39.9	33.6	39.3	38.7	44.0	36.4	30.7	37.5
Have you ever received an award for outstanding teaching?	39.8	38.8	42.2	43.6	37.2	38.3	35.2	36.2	34.7	34.1	41.8	50.1
Do you commute a long distance to work?	24.2	21.9	29.8	16.4	20.1	24.6	24.7	25.6	25.6	22.7	28.9	47.4
Has any of your research or writing focused on women?	38.8	43.7	26.7	46.5	51.5	41.0	41.4	40.4	44.4	40.7	26.8	23.8
Does your spouse/partner work in the same city?	49.0	51.1	44.1	58.1	58.9	45.0	48.6	52.6	44.4	45.7	44.5	35.0
Is your spouse/partner an academic?	31.1	34.1	24.2	37.4	39.1	31.6	31.9	32.5	26.0	35.1	24.1	27.8
Has any of your research or writing focused on racial or ethnic minorities?	28.3	32.3	18.4	35.6	34.5	32.8	27.7	27.9	25.6	29.0	18.7	13.3
Were you born in the USA?	90.1	88.4	94.1	87.1	82.0	89.8	90.4	88.7	92.1	91.6	94.2	92.4
Are you a US citizen?	95.6	94.6	98.0	93.0	91.5	95.8	95.9	95.0	97.5	95.9	98.2	94.3
Have you ever interrupted your professional career for more than one year for family reasons?	30.1	26.9	37.7	21.4	24.0	29.5	30.4	30.0	29.2	31.9	37.8	36.3
Have you been sexually harassed at this institution?	11.1	11.1	10.9	13.0	10.9	11.9	8.2	9.3	6.6	8.0	11.3	4.6
Do you plan on working beyond age 70?	26.4	29.3	19.6	26.5	31.7	28.6	31.9	32.4	38.2	26.5	18.9	32.9
Are you a member of a faculty union? [4]	39.4	27.3	68.9	27.0	9.2	46.3	10.5	11.1	16.3	5.2	70.2	44.5
Is (or was) your father an academic? [4]	12.5	13.1	11.1	13.5	15.1	12.2	13.0	15.0	8.4	13.6	11.3	8.1
Is (or was) your mother an academic? [4]	10.9	10.2	12.6	9.1	10.1	10.9	10.5	10.6	7.3	12.6	12.7	10.4
During the last two years, have you:												
Received at least one firm job offer?	32.6	32.5	32.8	31.0	27.6	34.8	33.2	32.0	35.5	33.3	31.6	55.5
Developed a new course?	73.9	76.4	67.9	76.9	79.2	73.8	78.1	78.2	81.2	75.7	67.3	79.1
Considered early retirement?	29.3	27.9	32.8	29.2	29.0	28.9	24.9	24.2	25.1	25.9	32.3	43.2
Considered leaving academe for another job?	37.0	38.7	32.6	40.4	35.2	39.3	37.7	36.8	35.7	40.4	32.4	36.8
Taught courses at more than one institution during the same term?	11.4	9.4	16.2	7.1	6.6	9.2	12.9	14.3	14.3	9.6	16.0	20.1
Served as a paid consultant?	33.7	36.4	27.2	40.4	35.5	37.3	31.7	31.5	34.9	29.5	27.1	30.0
Requested/sought an early promotion? [4]	7.7	7.0	9.3	5.7	6.9	8.1	7.1	7.9	6.6	6.2	9.4	7.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY OF THE FOLLOWING HAVE YOU PUBLISHED?												
Articles in academic or professional journals												
None	32.5	21.6	59.0	14.9	13.9	22.3	30.7	27.3	31.0	35.2	58.3	73.4
1 to 2	22.3	20.9	25.5	15.5	16.3	22.2	26.7	25.7	25.9	28.7	25.8	19.8
3 to 4	14.5	17.0	8.5	13.1	15.4	19.7	17.9	18.3	19.1	16.6	8.6	6.7
5 to 10	15.9	20.4	4.7	24.2	21.8	20.6	15.8	17.1	17.4	12.7	5.0	0.0
11 to 20	8.3	11.2	1.3	16.1	16.0	9.5	6.4	8.2	4.8	4.9	1.3	0.0
21 to 50	5.1	6.8	0.9	12.2	11.3	4.8	2.1	2.8	1.3	1.8	0.9	0.0
More than 50	1.5	2.1	0.1	4.1	5.3	0.8	0.4	0.6	0.6	0.2	0.1	0.0
Chapters in edited volumes												
None	61.8	52.3	84.9	40.9	36.7	56.9	64.2	57.4	66.7	71.9	85.0	84.4
1 to 2	21.7	25.9	11.6	26.0	26.9	26.8	24.4	27.4	24.6	19.8	11.7	9.7
3 to 4	8.9	11.5	2.5	15.5	16.0	9.9	7.6	9.4	5.9	6.1	2.4	5.9
5 to 10	5.1	7.0	0.3	11.3	12.6	4.9	3.3	5.0	2.2	1.5	0.4	0.0
11 to 20	1.8	2.3	0.4	4.1	6.2	1.1	0.5	0.5	0.6	0.5	0.4	0.0
21 to 50	0.6	0.8	0.1	2.0	1.5	0.3	0.1	0.1	0.0	0.0	0.1	0.0
More than 50	0.1	0.1	0.0	0.1	0.2	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Books, manuals, or monographs												
None	65.8	60.7	77.8	53.0	47.6	63.6	70.1	65.8	71.8	74.9	77.5	82.7
1 to 2	23.8	26.8	16.8	29.8	34.2	25.4	22.5	25.7	20.4	19.5	17.0	14.4
3 to 4	6.4	7.7	3.4	10.4	9.8	6.9	5.0	5.7	6.0	3.3	3.4	2.9
5 to 10	3.0	3.7	1.4	5.4	6.8	3.1	1.5	1.7	1.3	1.4	1.5	0.0
11 to 20	0.7	0.8	0.5	1.0	1.0	0.7	0.8	1.0	0.4	0.7	0.5	0.0
21 to 50	0.1	0.1	0.1	0.1	0.2	0.2	0.1	0.0	0.0	0.1	0.1	0.0
More than 50	0.1	0.2	0.0	0.1	0.5	0.1	0.1	0.1	0.1	0.0	0.0	0.0
How many exhibitions or performances in the fine or applied arts have you presented?												
None	80.1	80.1	80.3	79.4	81.3	80.9	79.3	79.4	81.1	77.7	80.8	68.8
1 to 2	4.9	4.4	6.0	3.7	5.6	4.4	4.8	4.8	4.5	5.1	6.0	6.5
3 to 4	2.7	2.5	3.3	2.4	2.2	2.0	3.4	4.2	2.4	3.0	3.3	3.6
5 to 10	2.5	2.6	2.4	2.5	1.2	2.9	2.8	2.2	3.8	2.9	2.5	0.0
11 to 20	1.8	1.8	1.7	1.9	1.4	1.9	1.8	1.6	1.4	2.4	1.6	3.0
21 to 50	2.9	3.1	2.5	3.5	3.3	2.9	2.8	2.6	2.8	3.0	2.3	7.0
More than 50	5.0	5.5	3.9	6.6	5.0	5.0	5.2	5.3	4.1	5.9	3.5	11.2
How many of your professional writings have been published or accepted for publication in the last two years?												
None	48.3	35.1	80.1	24.5	22.7	36.3	49.2	43.2	51.0	56.3	80.4	74.6
1 to 2	27.9	33.1	15.4	30.7	29.3	36.7	32.3	33.5	32.3	30.7	14.9	25.4
3 to 4	15.0	19.9	3.0	24.7	28.4	18.5	13.8	17.1	12.8	9.7	3.1	0.0
5 to 10	7.6	10.2	1.1	17.3	16.9	7.5	4.1	5.6	3.3	2.6	1.1	0.0
11 to 20	1.0	1.3	0.2	2.6	2.5	0.8	0.4	0.5	0.2	0.4	0.2	0.0
21 to 50	0.1	0.2	0.1	0.2	0.2	0.1	0.1	0.2	0.2	0.1	0.1	0.0
More than 50	0.1	0.1	0.2	0.1	0.0	0.1	0.1	0.0	0.2	0.2	0.3	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
During the past two years, have you engaged in any of the following activities?												
Taught an honors course	16.7	18.0	13.4	23.2	19.6	14.7	16.3	16.6	18.0	14.4	13.6	9.4
Taught an interdisciplinary course	37.9	42.3	27.0	42.8	50.0	37.2	45.0	50.4	35.6	44.1	26.6	35.3
Taught an ethnic studies course	12.8	14.1	9.8	13.0	15.5	12.8	16.2	17.6	14.2	15.7	9.7	12.2
Taught a women's studies course	15.5	18.2	8.9	17.1	25.9	15.6	19.5	20.6	20.3	17.5	8.9	8.1
Team-taught a course	37.9	38.8	35.6	40.6	36.8	36.9	40.3	40.1	38.8	41.[illegible]	35.8	30.1
Taught a service learning course	23.3	24.4	20.7	23.5	22.1	26.6	23.2	21.4	27.3	22.9	20.4	26.7
Worked with undergraduates on a research project [5]	50.2	58.9	27.5	62.6	64.7	54.5	58.3	60.2	54.1	58.6	27.6	26.2
Used intra- or extramural funds for research	36.3	48.[illegible]	9.7	58.1	60.1	41.6	35.9	42.3	31.4	30.2	9.1	21.5
Participated in a teaching enhancement workshop	69.0	66.2	75.8	59.1	59.5	71.3	69.1	68.6	69.2	69.9	76.0	72.2
Placed or collected assignments for a course on the Internet	50.9	53.0	45.9	56.1	56.4	53.7	47.7	49.1	48.4	45.1	46.0	42.2
Taught a course exclusively through the Internet	10.8	7.3	19.5	6.7	3.7	10.7	4.9	5.9	4.5	3.6	19.6	18.7
DURING THE PAST TWO YEARS, HOW INVOLVED HAVE YOU BEEN IN EFFORTS TO REFORM THE FOLLOWING AT YOUR INSTITUTION? [4]												
Overall mission, purpose												
Very involved	21.6	20.3	24.6	19.1	18.0	19.5	23.6	22.6	26.6	22.7	24.4	28.3
Minimally involved	40.3	38.0	45.8	35.1	35.1	39.3	40.5	37.7	41.7	43.7	45.5	53.4
Not involved	38.1	41.6	29.6	45.8	46.9	41.2	35.9	39.7	31.8	33.6	30.2	18.3
General education												
Very involved	31.6	27.9	40.6	24.4	24.0	27.9	33.0	30.1	38.2	33.3	40.6	40.9
Minimally involved	39.4	38.9	40.4	37.2	36.5	39.2	41.3	40.2	39.3	44.4	39.9	51.1
Not involved	29.0	33.1	19.0	38.3	39.5	32.9	25.7	29.7	22.5	22.3	19.5	8.0
Faculty roles/rewards												
Very involved	21.4	19.1	27.0	18.5	15.8	19.2	20.7	20.6	22.7	19.4	26.7	33.0
Minimally involved	40.1	39.1	42.6	37.6	36.6	39.6	40.9	38.8	44.8	41.0	41.8	57.5
Not involved	38.5	41.9	30.4	43.8	47.7	41.2	38.4	40.6	32.5	39.6	31.5	9.5
Governance												
Very involved	18.0	16.6	21.4	15.2	14.4	15.7	19.9	20.2	21.1	18.7	20.9	31.6
Minimally involved	35.3	33.7	39.1	30.6	27.0	34.7	38.3	35.4	40.2	40.9	39.1	39.4
Not involved	46.7	49.7	39.4	54.1	58.6	49.6	41.8	44.3	38.8	40.4	40.0	29.1
Curriculum												
Very involved	48.1	45.7	54.1	42.0	37.5	50.0	46.9	43.7	52.8	47.1	53.9	59.3
Minimally involved	37.5	36.7	34.6	40.0	41.4	36.7	39.1	39.9	35.8	40.3	34.4	39.3
Not involved	14.3	15.6	11.3	18.0	21.1	13.3	14.0	16.3	11.4	12.6	11.8	1.4

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Scheduled teaching (actual, not credit hours)												
None	0.4	0.4	0.3	0.7	0.5	0.3	0.3	0.4	0.4	0.2	0.3	0.0
1 to 4	5.2	6.2	2.8	9.7	8.5	4.6	3.8	4.3	3.6	3.4	3.0	0.0
5 to 8	26.5	33.3	10.2	47.1	51.6	23.7	24.2	28.7	20.8	20.4	10.1	12.4
9 to 12	34.2	40.4	19.1	29.8	28.7	48.2	46.1	44.6	50.4	45.1	19.1	19.8
13 to 16	18.1	12.1	32.3	6.9	6.4	14.7	16.4	14.5	15.5	20.0	32.6	26.7
17 to 20	10.5	5.0	23.5	4.2	2.9	5.5	6.0	4.7	6.2	7.6	23.5	24.6
21 to 34	4.8	2.2	11.0	1.5	1.3	2.5	2.6	2.4	2.6	3.0	10.9	13.6
35 to 44	0.3	0.2	0.5	0.1	0.1	0.4	0.2	0.2	0.4	0.1	0.4	2.8
45 +	0.1	0.1	0.2	0.0	0.0	0.0	0.2	0.4	0.0	0.2	0.2	0.0
Preparing for teaching (including reading student papers and grading)												
None	0.3	0.3	0.1	0.4	0.4	0.2	0.3	0.5	0.3	0.0	0.1	0.0
1 to 4	7.7	7.4	8.5	9.3	8.8	6.5	6.0	7.9	5.3	3.8	8.6	5.0
5 to 8	20.5	21.0	19.5	23.4	24.6	18.7	19.9	19.8	22.6	17.8	19.5	18.2
9 to 12	24.8	25.0	24.2	26.7	22.9	26.0	22.9	22.7	21.7	24.2	23.7	33.0
13 to 16	17.8	18.0	17.2	17.3	18.3	18.1	18.6	17.9	17.9	20.1	17.1	18.4
17 to 20	15.0	14.7	15.7	12.6	15.0	15.5	15.5	14.6	15.0	17.1	15.6	17.7
21 to 34	10.1	10.4	9.4	8.2	7.8	11.3	12.6	11.9	13.6	12.9	9.9	0.0
35 to 44	3.0	2.4	4.3	1.5	1.7	2.6	3.4	4.0	2.9	2.9	4.3	4.9
45 +	0.9	0.8	1.2	0.5	0.5	1.0	0.8	0.6	0.9	1.1	1.1	2.8
Advising and counseling of students												
None	3.2	3.2	3.2	2.8	2.4	3.9	2.9	3.0	2.3	3.1	3.1	4.8
1 to 4	56.9	56.3	58.3	59.4	57.7	54.6	54.9	55.3	55.0	54.4	58.0	65.0
5 to 8	30.1	30.7	28.7	29.8	32.2	30.7	31.0	31.6	31.6	29.7	29.3	18.3
9 to 12	7.0	7.0	6.9	5.9	5.5	8.2	7.4	6.5	7.1	8.7	6.8	8.4
13 to 16	1.7	1.9	1.4	1.5	1.7	1.7	2.7	2.1	3.0	3.2	1.4	0.0
17 to 20	0.7	0.7	0.9	0.4	0.4	0.8	0.9	1.2	0.7	0.7	0.7	3.6
21 to 34	0.2	0.2	0.4	0.1	0.1	0.2	0.2	0.1	0.2	0.3	0.4	0.0
35 to 44	0.1	0.0	0.2	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0
45 +	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
Committee work and meetings												
None	5.9	5.5	7.0	5.3	7.9	4.7	5.7	8.4	3.6	3.4	7.2	3.9
1 to 4	64.1	64.0	64.4	63.4	62.7	62.5	67.1	63.4	67.8	72.0	64.8	55.9
5 to 8	23.5	23.1	24.2	22.7	23.4	25.1	21.1	21.1	22.7	19.8	23.5	38.0
9 to 12	4.7	5.4	3.0	6.6	4.1	5.9	4.1	4.9	3.7	3.3	3.0	2.3
13 to 16	1.2	1.4	0.8	1.5	1.3	1.3	1.4	1.6	1.5	1.1	0.8	0.0
17 to 20	0.4	0.4	0.5	0.5	0.4	0.3	0.5	0.6	0.6	0.2	0.5	0.0
21 to 34	0.1	0.1	0.2	0.0	0.1	0.2	0.1	0.0	0.0	0.1	0.2	0.0
35 to 44	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
45 +	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Other administration												
None	35.1	35.5	34.0	34.9	34.4	39.0	32.3	32.3	33.0	31.7	34.0	34.2
1 to 4	41.3	42.2	39.0	44.2	46.6	39.3	42.2	43.2	40.5	42.0	39.8	25.7
5 to 8	12.0	11.6	12.7	11.7	11.2	10.9	12.6	12.3	13.4	12.4	12.2	21.6
9 to 12	6.2	5.6	7.6	5.3	3.8	5.6	6.6	6.4	6.1	7.1	7.7	5.6
13 to 16	2.4	2.3	2.7	2.0	1.7	2.4	2.8	2.8	3.3	2.4	2.5	6.1
17 to 20	1.7	1.6	2.0	1.3	0.7	1.7	2.0	1.6	2.4	2.2	2.1	0.0
21 to 34	1.1	0.9	1.4	0.6	1.1	0.9	1.3	1.0	1.3	1.7	1.1	6.9
35 to 44	0.3	0.2	0.5	0.0	0.4	0.1	0.3	0.4	0.0	0.2	0.5	0.0
45 +	0.1	0.1	0.1	0.0	0.0	0.1	0.1	0.0	0.1	0.3	0.1	0.0
Research and scholarly writing												
None	31.8	18.0	66.1	11.7	10.7	18.8	26.5	22.6	27.0	31.8	66.0	67.1
1 to 4	34.6	38.0	26.1	29.9	31.4	40.2	46.1	45.6	46.5	46.5	26.2	25.2
5 to 8	15.8	20.2	4.8	21.3	23.0	21.1	16.8	18.3	16.6	15.0	4.9	2.7
9 to 12	8.4	11.0	2.0	14.4	14.3	11.2	6.0	7.4	6.3	3.6	1.9	5.0
13 to 16	4.1	5.5	0.6	8.7	8.6	4.6	2.1	2.6	2.1	1.5	0.6	0.0
17 to 20	2.9	4.0	0.1	7.6	6.2	2.4	1.5	2.2	0.8	0.9	0.1	0.0
21 to 34	1.7	2.3	0.2	4.7	4.1	1.3	0.5	0.7	0.4	0.4	0.2	0.0
35 to 44	0.5	0.7	0.0	1.2	1.4	0.3	0.2	0.4	0.0	0.0	0.0	0.0
45 +	0.3	0.3	0.1	0.5	0.3	0.3	0.3	0.2	0.4	0.3	0.1	0.0
Other creative products/performances												
None	55.7	58.1	49.8	60.2	62.1	54.7	59.0	61.3	56.6	57.5	50.7	33.2
1 to 4	30.4	27.4	37.4	24.0	24.2	30.4	28.2	26.2	30.9	29.1	36.6	53.4
5 to 8	8.3	8.1	8.7	7.9	7.0	9.1	7.6	7.1	7.8	8.0	8.8	6.7
9 to 12	3.0	3.2	2.6	3.8	3.7	3.2	2.4	2.9	2.0	2.0	2.8	0.0
13 to 16	1.1	1.4	0.4	1.7	1.4	1.4	1.1	1.2	0.8	1.1	0.3	2.9
17 to 20	0.7	0.9	0.3	1.0	0.7	0.8	1.0	0.9	0.9	1.3	0.2	3.8
21 to 34	0.6	0.7	0.4	1.2	0.8	0.3	0.5	0.4	0.6	0.7	0.5	0.0
35 to 44	0.2	0.1	0.2	0.2	0.1	0.1	0.2	0.0	0.3	0.2	0.2	0.0
45 +	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.0
Consultation with clients/patients												
None	82.8	83.0	82.3	82.9	87.1	82.2	82.5	85.1	77.2	82.7	82.5	78.6
1 to 4	11.4	11.2	11.8	11.1	8.0	12.0	11.6	8.6	16.0	12.4	11.7	13.7
5 to 8	3.2	3.0	3.5	2.8	2.4	3.4	3.0	3.3	3.1	2.6	3.3	7.7
9 to 12	1.3	1.5	1.0	2.1	0.7	1.2	1.5	1.5	1.9	1.1	1.0	0.0
13 to 16	0.5	0.5	0.5	0.4	0.8	0.6	0.6	0.7	0.9	0.2	0.6	0.0
17 to 20	0.4	0.3	0.5	0.4	0.2	0.3	0.4	0.2	0.5	0.5	0.5	0.0
21 to 34	0.3	0.3	0.3	0.3	0.3	0.3	0.2	0.4	0.0	0.1	0.4	0.0
35 to 44	0.1	0.2	0.1	0.1	0.3	0.0	0.3	0.2	0.3	0.4	0.1	0.0
45 +	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY HOURS PER WEEK ON THE AVERAGE DO YOU SPEND ON:												
Community or public service												
None	30.3	31.2	28.1	35.4	36.4	26.9	30.6	36.2	25.2	26.8	27.9	30.7
1 to 4	57.0	56.3	58.6	53.3	51.3	58.9	57.9	52.6	62.9	61.6	58.5	61.1
5 to 8	9.8	9.4	10.5	8.9	9.1	10.5	8.6	8.3	8.1	9.6	10.9	3.5
9 to 12	2.0	2.1	1.7	1.8	2.3	2.6	1.8	1.5	2.6	1.6	1.6	4.8
13 to 16	0.5	0.5	0.3	0.5	0.6	0.6	0.6	1.0	0.5	0.1	0.3	0.0
17 to 20	0.2	0.2	0.2	0.1	0.1	0.4	0.1	0.2	0.1	0.0	0.2	0.0
21 to 34	0.1	0.1	0.3	0.0	0.1	0.0	0.2	0.2	0.4	0.2	0.3	0.0
35 to 44	0.1	0.0	0.2	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.3	0.0
45 +	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.0	0.3	0.1	0.0	0.0
Outside consulting/freelance work												
None	72.0	70.6	75.4	71.2	65.1	70.0	72.9	72.5	72.3	73.8	76.2	59.9
1 to 4	20.5	21.9	17.2	21.5	26.4	22.7	19.8	19.2	19.7	20.7	16.5	29.6
5 to 8	4.0	4.2	3.6	4.7	5.1	4.1	3.4	3.2	4.9	2.7	3.4	7.7
9 to 12	2.0	1.6	2.4	1.7	2.0	1.9	1.9	2.2	2.2	1.2	2.4	0.7
13 to 16	0.5	0.6	0.1	0.7	0.5	0.6	0.6	0.9	0.1	0.5	0.1	0.0
17 to 20	0.3	0.3	0.3	0.2	0.4	0.2	0.7	0.8	0.4	0.8	0.3	0.0
21 to 34	0.3	0.2	0.6	0.1	0.3	0.1	0.5	1.0	0.3	0.1	0.5	2.1
35 to 44	0.2	0.1	0.4	0.0	0.2	0.1	0.2	0.1	0.3	0.2	0.4	0.0
45 +	0.1	0.1	0.1	0.1	0.0	0.2	0.0	0.1	0.0	0.0	0.1	0.0
Household/childcare duties												
None	4.2	4.3	4.1	4.4	4.6	4.3	3.9	3.6	4.5	3.8	4.3	0.0
1 to 4	15.1	15.9	13.3	16.2	13.3	16.2	16.2	16.3	18.0	14.8	13.3	14.6
5 to 8	24.3	24.1	24.6	24.1	25.2	23.3	24.8	26.5	23.3	23.4	24.5	25.7
9 to 12	17.9	17.5	18.7	17.2	18.5	17.3	17.7	17.2	15.6	20.1	18.1	30.2
13 to 16	10.4	10.1	11.1	9.9	9.5	10.7	9.7	9.2	10.1	10.3	11.1	10.5
17 to 20	9.6	8.6	11.9	8.5	9.5	9.7	7.0	6.4	7.6	7.3	11.9	13.0
21 to 34	7.9	8.2	7.0	8.5	8.5	7.4	8.9	9.3	9.2	8.2	7.3	0.0
35 to 44	4.3	4.9	2.9	5.3	5.0	4.1	5.4	5.3	5.5	5.6	3.0	1.4
45 +	6.4	6.4	6.4	5.9	6.0	7.0	6.3	6.2	6.3	6.5	6.5	4.6
Factors noted as very important in your decision to work at this college or university [4]												
Institutional emphasis on teaching	57.9	53.4	68.7	33.6	42.5	58.4	71.1	67.9	77.3	71.2	69.1	61.4
Institutional emphasis on research	13.7	18.6	2.0	33.5	33.7	10.1	8.1	11.1	5.9	5.4	1.8	5.9
Prestige of institution	12.4	13.8	9.0	18.4	29.8	6.8	11.6	14.3	11.3	8.0	8.9	9.3
Prestige of department	15.4	15.9	14.2	22.0	18.2	12.6	12.9	11.7	18.3	10.5	13.8	22.0
Salary/benefits	18.7	16.4	24.4	18.7	19.9	16.0	13.1	16.0	10.6	10.7	25.1	10.9
Research facilities	6.9	9.5	0.7	17.9	16.8	5.2	3.7	5.4	2.4	2.0	0.7	0.0
Academic rank offered	12.5	13.7	9.5	16.5	15.6	12.6	11.3	12.4	10.8	10.2	9.4	12.7
Colleagues	41.4	43.7	35.8	44.6	41.6	42.1	45.8	46.3	48.8	42.8	36.0	32.3
Geographic location	55.2	53.0	60.5	46.8	50.8	58.3	53.2	54.5	55.4	49.8	60.1	69.0
Job opportunities for spouse	20.0	23.2	12.6	27.6	27.0	22.5	18.4	19.0	14.9	20.1	12.3	17.5
Other personal/family considerations	35.5	35.3	36.0	34.0	33.6	37.1	35.2	35.3	33.9	35.8	35.9	39.6

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
HOW MANY OF THE FOLLOWING COURSES ARE YOU TEACHING THIS TERM?												
General education courses												
None	47.9	52.9	36.9	57.9	66.2	50.2	47.0	49.3	49.2	42.3	37.1	33.4
One	19.0	22.8	10.6	25.4	16.1	22.9	22.7	21.6	21.4	25.1	10.2	18.9
Two	14.0	13.4	15.5	10.4	10.7	14.1	16.1	15.5	15.9	16.9	15.8	9.9
Three	7.9	6.8	10.5	3.9	5.0	7.5	9.2	8.4	8.7	10.4	10.5	10.7
Four	5.6	3.1	11.3	1.5	1.5	4.0	3.9	3.5	4.3	4.3	10.9	18.0
Five or more	5.5	1.1	15.2	0.9	0.5	1.4	1.1	1.6	0.5	1.0	15.5	9.2
Other BA or BS undergraduate credit courses												
None	14.0	8.3	30.3	10.5	6.4	7.4	8.0	9.4	7.1	6.6	30.0	35.5
One	24.2	27.7	13.9	41.7	31.1	22.1	19.3	19.0	21.9	17.7	14.3	5.8
Two	27.4	31.6	15.3	29.4	38.7	32.3	30.0	33.6	24.3	29.2	15.5	10.8
Three	18.5	19.2	16.3	11.3	18.3	21.9	24.2	22.5	26.8	24.7	15.9	24.8
Four	9.6	9.4	10.2	5.1	3.9	11.9	13.0	11.3	14.7	13.9	10.4	6.6
Five or more	6.4	3.7	13.9	2.0	1.5	4.3	5.6	4.2	5.2	7.8	13.8	16.5
Non-BA credit courses (developmental/remedial)												
None	86.9	93.8	71.8	95.7	95.7	93.0	92.2	90.9	93.7	93.1	71.4	79.7
One	4.2	3.3	6.1	2.5	3.0	3.1	4.5	4.2	4.7	4.7	6.4	1.1
Two	3.6	1.4	8.4	1.0	0.6	1.6	2.0	2.8	0.8	1.7	8.4	9.6
Three	2.1	0.7	5.3	0.2	0.3	1.2	0.7	1.2	0.3	0.2	5.3	3.9
Four	1.8	0.4	4.9	0.3	0.2	0.6	0.4	0.5	0.6	0.1	5.1	1.1
Five or more	1.3	0.3	3.5	0.3	0.1	0.5	0.3	0.5	0.0	0.2	3.4	4.6
Graduate courses												
None	64.7	54.1	98.9	36.0	45.8	56.3	77.2	74.2	71.8	85.7	98.8	100.0
One	27.0	35.1	0.9	52.3	44.4	31.5	14.5	16.6	16.6	9.7	0.9	0.0
Two	6.5	8.4	0.3	10.0	6.7	9.3	6.1	6.6	8.8	3.5	0.3	0.0
Three	1.3	1.7	0.0	0.9	2.9	2.1	1.6	1.5	2.4	1.0	0.0	0.0
Four	0.3	0.4	0.0	0.4	0.2	0.4	0.5	0.9	0.3	0.0	0.0	0.0
Five or more	0.2	0.3	0.0	0.5	0.0	0.4	0.1	0.2	0.1	0.0	0.0	0.0
People noted as very influential in your decision to pursue an academic career [4]												
Father	34.2	34.0	34.7	33.1	32.3	35.8	33.2	32.6	30.9	35.7	35.1	27.1
Mother	37.0	35.9	39.6	34.4	35.8	38.0	34.7	33.6	33.3	37.3	40.0	31.0
Other relatives	13.5	13.2	14.1	11.6	13.9	14.1	13.4	12.1	12.6	15.8	14.3	11.7
Undergraduate faculty or advisor	29.7	30.6	27.4	29.6	33.0	29.3	32.3	31.4	32.9	33.3	27.7	21.8
Graduate faculty or advisor	35.9	40.6	24.6	45.2	44.7	38.7	36.6	36.8	35.2	37.5	25.1	14.9

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Goals for undergraduates noted as very important or essential												
Develop ability to think clearly	99.7	99.8	99.6	99.7	99.7	99.8	99.8	99.7	99.8	99.9	99.6	100.0
Prepare students for employment after college	74.6	70.6	84.4	67.2	58.6	75.9	71.9	65.6	75.7	78.1	84.0	93.0
Prepare students for graduate or advanced education	57.6	60.4	50.9	60.1	59.7	58.0	64.1	61.0	64.6	68.2	50.8	53.3
Develop moral character	63.9	62.0	68.3	55.3	60.8	61.0	70.6	63.8	75.3	76.8	68.0	73.9
Provide for students' emotional development	44.7	43.2	48.4	36.4	43.3	42.7	50.8	44.8	54.3	56.6	48.0	55.1
Prepare students for family living	17.7	16.2	21.5	11.9	16.7	16.4	20.0	16.1	23.9	22.7	21.8	14.2
Teach students the classic works of Western civilization	26.4	28.4	21.6	24.2	30.8	27.3	33.2	32.0	33.8	34.5	21.1	32.1
Help students develop personal values	64.4	64.0	65.1	58.1	63.6	63.4	71.0	65.4	74.7	76.1	65.0	68.7
Enhance the out-of-class experience of students	45.7	44.3	49.0	39.3	39.0	47.9	46.9	43.8	50.2	48.7	46.5	58.6
Enhance students' self-understanding	70.2	69.9	71.1	65.9	66.8	70.2	74.7	72.1	77.4	76.3	71.1	69.7
Instill in students a commitment to community service	44.7	45.4	43.0	39.6	42.2	47.1	50.3	44.0	58.2	53.4	43.0	42.2
Prepare students for responsible citizenship	67.1	68.0	65.0	63.8	62.7	70.0	71.7	67.7	74.7	75.0	65.3	58.4
Enhance students' knowledge of and appreciation for other racial/ethnic groups	75.0	76.2	72.1	74.7	73.0	76.5	78.5	77.8	80.3	78.3	72.1	71.7
Study a foreign language [4]	36.2	40.6	25.4	41.0	48.6	36.4	42.5	41.4	41.3	44.8	25.2	30.3
Personal goals noted as very important or essential												
Becoming an authority in my field	49.9	51.5	46.1	60.1	57.2	48.3	44.8	45.9	47.5	41.1	45.8	50.2
Influencing the political structure	17.0	17.6	15.3	19.5	16.5	18.0	15.8	15.7	17.4	14.6	15.3	16.7
Influencing social values	45.7	46.7	43.2	45.7	45.9	46.8	48.1	46.5	51.2	48.0	42.9	47.5
Raising a family	66.2	64.2	71.2	60.9	63.8	65.6	66.0	66.1	63.2	68.1	70.6	81.1
Being very well-off financially	33.1	30.6	39.1	30.5	24.1	35.3	27.5	28.3	28.6	25.5	38.7	45.5
Helping others who are in difficulty	71.3	70.7	72.6	66.9	68.9	71.7	74.1	71.5	78.0	74.8	72.7	70.9
Becoming involved in programs to clean up the environment	34.4	33.9	35.8	33.7	29.8	35.5	33.6	32.8	34.5	34.2	35.7	37.9
Developing a meaningful philosophy of life	79.8	80.2	78.9	80.0	76.3	80.0	82.3	79.9	85.7	83.0	79.6	65.0
Helping to promote racial understanding	67.8	69.5	63.4	70.3	66.7	68.9	70.7	70.1	74.1	69.2	63.9	54.4
Obtaining recognition from my colleagues for contributions to my special field	43.3	46.7	35.0	54.3	50.0	44.6	40.3	43.6	41.4	34.9	35.5	26.8
Integrating spirituality into my life	59.0	57.0	63.8	49.6	53.5	57.3	65.6	57.6	69.6	73.9	64.4	52.6
Being a good colleague	92.3	91.9	93.3	90.1	92.0	92.3	93.4	92.4	94.0	94.3	93.2	94.5
Being a good teacher	98.6	98.1	99.8	96.6	97.1	98.9	99.1	98.9	99.3	99.1	99.8	100.0
Achieving congruence between my own values and institutional values [4]	62.8	61.6	65.5	56.2	56.0	62.4	68.3	65.8	70.3	70.4	65.7	62.1

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Agrees strongly or somewhat												
Faculty are interested in students' personal problems	80.0	76.6	88.1	61.1	78.2	77.4	90.5	87.7	92.1	93.4	88.0	90.4
Racial and ethnic diversity should be more strongly reflected in the curriculum	66.8	69.0	61.4	67.9	68.9	66.9	72.9	71.5	74.8	73.3	61.3	64.5
Faculty feel that most students are well-prepared academically	30.6	35.8	17.9	33.5	57.8	25.7	42.3	45.4	38.4	40.6	17.7	23.0
This institution should hire more faculty of color [4]	74.6	78.6	64.9	81.2	82.9	71.9	82.7	83.2	82.7	82.0	65.2	60.8
Student Affairs staff have the support and respect of faculty	69.9	68.3	73.8	66.4	65.8	67.4	72.4	72.4	74.1	71.0	74.4	62.1
Faculty are committed to the welfare of this institution	86.1	83.9	91.3	78.1	84.1	81.9	92.3	92.1	93.0	92.0	91.4	89.1
Faculty here are strongly interested in the academic problems of undergraduates	83.4	80.7	90.0	67.9	82.1	81.5	91.8	91.2	93.1	91.9	90.1	89.0
There is a lot of campus racial conflict here	10.2	12.2	5.4	17.5	14.0	8.9	10.5	10.4	9.4	11.5	5.7	0.6
Many courses include feminist perspectives	34.3	37.5	26.5	37.7	37.5	36.2	38.9	45.2	39.9	29.1	26.8	22.6
Faculty of color are treated fairly here	83.2	80.2	90.4	71.6	76.1	83.9	85.7	85.8	88.9	83.0	90.7	83.4
Women faculty are treated fairly here	74.9	70.9	84.8	62.5	63.4	73.4	79.0	79.5	80.4	77.1	85.7	66.9
Many courses involve students in community service	39.0	41.6	32.9	30.1	51.8	38.4	52.8	45.7	65.9	52.9	33.1	29.3
This institution should hire more women faculty [4]	60.9	68.3	42.9	77.6	79.1	66.3	57.1	59.0	45.0	63.4	43.3	34.7
Most students are strongly committed to community service	28.5	34.2	14.8	24.5	53.9	24.7	48.0	43.4	52.4	51.2	14.7	17.1
Gay and lesbian faculty are treated fairly here [4]	70.8	67.2	79.6	67.2	59.9	71.3	64.6	71.2	64.2	55.3	80.0	73.3
My research is valued by faculty in my department	64.8	68.0	56.0	68.3	68.0	65.3	71.2	72.2	71.9	69.1	56.2	52.5
My teaching is valued by faculty in my department [4]	85.5	84.0	89.2	78.6	82.5	84.0	90.0	89.0	92.5	89.7	89.3	86.9
Issues believed to be of high or highest priority at your college or university												
To promote the intellectual development of students	77.4	76.7	79.0	70.0	82.1	74.4	84.4	83.2	85.5	85.3	78.9	80.1
To help students examine and understand their personal values	53.3	54.5	50.3	36.6	69.0	46.4	77.1	68.6	87.0	81.7	50.7	42.0
To develop a sense of community among students and faculty	53.5	52.9	54.9	41.1	55.0	48.0	69.9	67.7	72.4	71.1	55.6	42.2
To develop leadership ability among students	49.8	51.1	46.6	41.3	56.8	46.8	64.2	62.6	64.2	66.4	47.0	37.5
To facilitate student involvement in community service	42.8	45.6	36.1	32.1	62.1	39.0	61.0	52.3	74.6	63.2	36.2	33.7
To help students learn how to bring about change in American society	30.6	32.8	25.2	25.8	38.3	28.8	42.8	38.7	49.5	43.7	25.1	27.7

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Issues believed to be of high or highest priority at your college or university												
To increase or maintain institutional prestige	60.6	64.6	50.9	74.7	78.6	56.3	59.6	62.1	57.5	57.6	51.2	44.9
To hire faculty "stars"	25.9	29.8	16.5	49.8	47.7	19.1	16.3	18.5	14.0	14.8	16.5	17.6
To recruit more minority students	53.5	56.0	47.3	59.4	49.8	58.5	52.1	54.4	52.2	48.7	48.5	26.1
To enhance the institution's national image	59.6	68.0	39.0	82.0	82.5	58.2	60.9	67.4	54.2	56.4	39.2	36.3
To create a diverse multi-cultural campus environment	57.1	57.5	56.2	59.2	51.3	60.7	54.2	56.9	56.4	48.6	56.9	43.8
To promote the religious/spiritual development of students [4]	22.1	26.3	12.2	8.5	51.5	9.9	54.6	32.1	81.1	67.0	11.1	32.3
To mentor new faculty [4]	36.6	34.6	41.4	30.8	32.1	35.6	38.3	36.5	40.4	39.2	41.5	38.8
Attributes noted as being VERY descriptive of your institution												
It is easy for students to see faculty outside of regular office hours	43.7	44.4	41.9	32.0	49.3	38.4	62.4	61.0	63.5	63.4	42.0	40.2
There is a great deal of conformity among the students	21.8	26.3	11.0	22.3	38.0	20.4	33.1	29.6	35.6	36.3	10.7	15.9
The faculty are typically at odds with campus administrators	19.1	17.3	23.7	15.4	14.9	22.2	13.8	13.1	15.7	13.5	21.8	61.3
Faculty here respect each other	40.8	37.8	47.9	31.3	38.7	34.2	48.5	50.4	47.3	46.6	48.7	33.8
Most students are treated like "numbers in a book"	3.4	4.0	2.2	8.1	1.4	3.9	0.9	1.5	0.4	0.4	2.3	0.0
Social activities are overemphasized	6.2	8.2	1.3	9.6	13.0	6.0	7.7	8.9	3.7	8.7	1.4	0.0
Students here do not usually socialize with one another	5.8	4.6	8.7	3.2	1.2	7.7	3.3	4.9	3.4	1.1	8.6	11.0
Faculty are rewarded for being good teachers	14.6	15.2	13.0	10.6	17.0	14.3	20.3	23.8	17.0	17.8	13.7	0.0
Attributes noted as being NOT descriptive of your institution												
It is easy for students to see faculty outside of regular office hours	8.5	9.1	6.9	12.3	9.3	10.2	4.3	6.3	3.7	1.9	7.1	4.0
There is a great deal of conformity among the students	28.0	24.6	36.3	31.2	16.1	27.2	18.1	25.9	14.5	9.7	37.1	21.5
The faculty are typically at odds with campus administrators	32.3	34.1	28.1	32.7	37.1	30.6	38.7	38.3	38.9	39.2	29.0	9.9
Faculty here respect each other	6.5	7.6	3.9	10.1	7.6	8.6	3.8	4.1	3.6	3.5	3.8	6.9
Most students are treated like "numbers in a book"	79.3	77.0	84.7	58.9	84.6	75.7	93.7	92.7	93.8	95.2	84.6	87.6
Social activities are overemphasized	72.8	66.8	87.1	62.9	58.2	73.7	65.4	64.1	73.9	60.8	87.0	89.1
Students here do not usually socialize with one another	61.6	70.6	40.0	74.0	85.5	59.5	75.1	73.2	64.0	86.0	39.9	42.1
Faculty are rewarded for being good teachers	32.0	29.8	37.4	34.4	26.0	30.6	25.5	23.6	28.5	25.9	36.1	61.9

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
Aspects of job noted as satisfactory or very satisfactory [6]												
Salary and fringe benefits	48.2	45.6	54.6	43.3	52.2	45.3	45.7	48.0	45.5	42.6	56.6	16.1
Opportunity for scholarly pursuits	55.8	56.5	54.2	64.3	63.5	51.7	51.8	52.4	52.2	50.7	55.0	37.8
Teaching load	55.0	54.8	55.4	60.9	58.1	50.3	53.0	55.4	54.8	48.3	55.2	60.7
Quality of students	47.8	51.9	37.9	50.9	69.6	44.4	55.5	58.7	50.6	54.4	37.9	38.2
Office/lab space	61.8	62.8	59.3	62.7	67.3	59.4	65.7	63.3	67.0	68.2	58.7	70.1
Autonomy and independence	87.3	87.6	86.8	88.2	88.1	86.2	88.4	88.1	88.5	88.7	87.2	79.6
Professional relationships with other faculty	77.8	76.1	82.1	71.2	70.9	76.6	82.3	81.3	83.2	83.1	82.6	72.0
Social relationships with other faculty	67.0	65.8	69.9	60.1	62.0	66.2	72.3	70.4	76.7	71.7	70.4	58.7
Competency of colleagues	74.8	74.7	75.0	73.1	73.2	71.4	81.1	80.4	81.0	82.2	75.6	63.1
Visibility for jobs at other institutions/organizations	45.6	46.2	43.8	50.4	52.5	43.3	42.5	41.4	42.5	44.1	44.9	27.2
Job security	73.8	71.5	79.4	71.4	72.9	71.4	71.3	69.1	74.4	72.0	79.9	69.4
Relationships with administration	60.3	59.7	61.6	56.9	56.7	58.5	65.1	64.3	65.1	66.2	62.4	45.7
Overall job satisfaction	76.5	74.7	80.9	71.6	73.7	74.3	78.7	77.2	83.0	77.5	81.9	61.9
Opportunity to develop new ideas	76.6	76.3	77.3	76.7	78.2	73.9	78.2	78.8	79.1	76.8	78.0	63.6
Availability of child care at this institution	34.3	25.7	52.8	27.4	23.7	32.4	17.0	16.3	24.6	12.3	52.0	71.0
If you were to begin your career again, would you still want to be a college professor?												
Definitely yes	47.1	44.7	52.8	41.2	44.4	45.5	47.4	45.5	51.2	47.4	52.4	59.5
Probably yes	33.6	34.5	31.4	34.6	35.1	33.6	35.4	36.5	33.6	35.0	31.7	26.7
Not sure	13.0	13.8	11.1	15.9	13.4	13.3	12.5	13.2	11.0	12.7	11.4	5.5
Probably no	5.1	5.6	3.7	7.1	5.2	5.9	4.0	4.1	3.3	4.2	3.5	8.3
Definitely no	1.2	1.3	0.9	1.2	1.9	1.7	0.7	0.7	0.8	0.6	1.0	0.0
Factors noted as source of stress for you during the last two years [7]												
Managing household responsibilities	79.5	79.1	80.3	79.3	78.2	79.6	78.7	76.4	77.6	82.6	80.1	84.1
Child care	30.8	31.6	28.8	31.3	34.2	31.0	31.5	32.0	31.3	30.9	28.9	28.0
Care of elderly parent	35.9	34.7	38.8	34.9	37.3	33.3	35.0	33.7	36.5	35.8	38.7	40.5
My physical health	51.5	51.2	52.1	51.2	51.4	52.0	49.9	50.7	48.6	49.9	52.0	54.8
Review/promotion process	53.8	55.7	49.2	57.4	53.2	58.1	51.7	53.6	48.4	51.3	48.9	54.3
Subtle discrimination (e.g., prejudice, racism, sexism)	35.6	39.3	26.8	46.2	41.5	38.1	32.8	32.3	31.1	34.7	26.0	41.1
Personal finances	60.3	59.8	61.6	59.3	56.5	60.5	60.8	61.6	58.2	61.6	61.2	70.3
Committee work	66.5	65.1	69.8	63.3	61.6	67.7	64.9	60.0	70.7	67.7	69.2	82.5
Faculty meetings	58.2	56.9	61.3	57.4	55.4	58.6	54.9	51.8	60.9	54.8	60.4	78.7
Colleagues	58.6	60.2	54.9	63.2	60.4	60.8	56.3	54.3	55.2	60.0	54.0	72.6
Students	62.7	61.0	66.6	60.5	55.0	61.2	63.7	62.5	60.4	68.0	67.4	52.2
Research or publishing demands	47.6	62.8	10.9	71.5	71.3	62.5	50.9	55.8	51.8	43.3	10.8	13.2
Institutional procedures and "red tape"	70.6	68.6	75.3	72.3	60.5	73.9	61.4	58.9	65.5	61.9	75.2	77.4
Teaching load	70.0	69.6	71.0	64.5	62.2	73.2	72.9	71.1	71.0	76.8	71.4	64.7
Children's problems	28.7	27.4	31.9	26.3	30.2	27.6	27.3	26.4	27.9	28.1	31.8	34.0
Marital friction	20.0	20.3	19.3	22.2	23.3	18.8	19.0	20.1	18.5	17.8	19.2	20.8
Time pressures	89.4	90.4	86.9	90.1	91.5	89.7	91.3	91.1	89.8	92.6	86.8	89.7
Lack of personal time	86.9	87.5	85.6	87.1	87.7	86.6	88.9	88.7	88.4	89.4	85.3	90.5
Keeping up with information technology	75.1	72.9	80.5	72.7	69.8	73.5	73.6	69.8	76.8	76.4	80.7	76.5

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
Evaluation methods used in most or all undergraduate classes												
Multiple-choice mid-term and/or final exams	34.6	29.2	47.6	29.3	19.9	33.4	27.3	21.6	34.8	29.9	47.3	53.3
Essay mid-term and/or final exams	41.3	44.0	34.6	40.6	50.0	41.7	48.1	51.4	44.7	45.9	35.2	22.5
Short-answer mid-term and/or final exams	34.3	34.7	33.2	31.8	33.6	35.3	37.2	36.4	36.1	39.2	34.0	17.9
Quizzes	39.0	33.4	52.6	30.2	26.7	37.2	34.3	29.6	35.7	39.9	52.7	50.2
Weekly essay assignments	22.9	21.6	26.0	18.6	24.2	21.4	23.6	27.4	19.2	21.4	25.7	31.0
Student presentations	45.2	49.4	35.0	47.1	48.0	48.3	53.7	53.8	52.4	54.3	35.2	32.2
Term/research papers	38.0	42.1	28.1	40.1	48.7	39.9	44.3	46.7	45.4	40.0	28.6	19.3
Student evaluations of each others' work	20.2	21.5	17.1	22.0	19.0	21.9	21.6	20.4	20.5	24.1	16.9	20.5
Grading on a curve	9.7	10.9	6.9	13.5	15.3	8.8	9.4	10.0	11.1	7.3	6.7	10.7
Competency-based grading	51.8	50.0	55.9	46.7	50.9	53.0	49.1	50.5	44.4	50.8	55.4	66.5
Instructional methods used in most or all undergraduate classes												
Class discussions	78.9	80.5	75.0	78.8	81.9	80.2	81.9	83.3	81.3	80.4	74.9	77.5
Computer or machine-aided instruction	32.9	30.8	38.0	30.0	24.7	34.7	29.0	26.7	30.4	31.3	38.5	29.1
Cooperative learning (small groups)	55.8	56.1	54.9	51.2	50.6	59.8	58.5	58.3	58.5	59.0	55.3	47.7
Experiential learning/Field studies	29.0	29.8	27.3	28.5	24.6	31.3	31.1	28.8	32.8	33.0	27.0	32.4
Teaching assistants	6.5	8.4	1.7	14.0	15.0	5.4	4.1	5.2	2.2	3.9	1.6	2.6
Recitals/Demonstrations	19.3	19.1	19.9	19.2	15.8	19.8	19.5	20.0	18.2	19.6	19.6	25.1
Group projects	33.0	34.7	28.8	32.6	30.1	37.3	35.4	36.7	34.4	34.3	29.5	16.1
Independent projects	41.3	44.0	34.7	42.6	41.0	44.6	45.9	48.4	42.8	44.7	35.0	28.8
Extensive lecturing	34.1	32.1	39.2	37.2	33.1	32.3	26.2	26.7	26.2	25.5	38.9	43.2
Multiple drafts of written work	23.6	25.0	20.1	24.0	24.9	25.0	26.3	29.5	22.4	24.5	20.1	18.7
Readings on racial and ethnic issues	27.5	29.8	21.9	29.3	29.4	30.1	30.0	31.2	29.5	28.6	22.1	18.1
Readings on women and gender issues	26.4	28.8	20.4	28.8	33.2	27.0	29.5	32.1	29.1	26.0	20.7	15.2
Student-developed activities (assignments, exams, etc.)	16.7	17.0	15.9	17.1	14.8	18.1	16.4	16.1	16.2	17.0	15.4	24.6
Student-selected topics for course content	13.7	14.4	12.0	14.7	11.5	15.4	13.8	14.6	13.0	13.4	12.2	8.7
Community service as part of coursework	7.5	8.0	6.3	7.8	6.4	8.5	8.3	6.7	12.1	7.8	6.5	4.0
What is the highest level of education reached by your father?												
8th grade or less	9.1	8.9	9.5	7.1	6.6	10.5	9.5	8.5	12.3	8.8	9.2	15.8
Some high school	7.7	6.8	9.9	6.4	5.4	7.5	6.9	6.7	8.3	6.3	10.2	3.2
Completed high school	22.4	20.2	27.7	18.8	17.4	22.6	19.7	16.3	23.9	21.3	28.2	18.0
Some college	15.8	15.1	17.6	15.7	13.6	15.6	14.6	13.7	15.1	15.4	16.9	30.9
Graduated from college	16.4	16.8	15.5	17.3	18.2	15.3	17.6	18.4	15.1	18.3	15.0	25.7
Attended graduate or professional school	7.7	8.0	6.9	9.3	7.9	6.9	8.0	9.1	7.4	6.7	7.1	2.6
Attained advanced degree	20.9	24.2	12.9	25.5	30.8	21.5	23.7	27.2	17.8	23.1	13.3	3.7
by your mother?												
8th grade or less	6.3	6.1	6.8	5.2	4.3	6.9	6.6	5.7	9.2	6.2	6.8	7.8
Some high school	7.5	6.8	9.4	6.5	5.8	7.7	6.2	6.8	7.7	4.3	9.5	7.1
Completed high school	31.2	29.1	36.4	26.7	25.7	31.1	30.4	27.1	34.7	32.0	36.5	33.8
Some college	18.4	18.3	18.7	18.8	16.0	18.8	18.0	18.9	16.5	17.8	18.6	19.7
Graduated from college	18.7	19.7	16.2	21.5	23.1	17.5	19.3	19.7	18.0	19.7	15.9	20.9
Attended graduate or professional school	6.6	7.2	5.3	7.2	8.4	6.9	7.0	7.1	6.0	7.5	5.4	2.6
Attained advanced degree	11.3	12.9	7.4	14.2	16.7	11.1	12.4	14.7	7.9	12.4	7.3	8.1

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
Agrees strongly or somewhat												
Western civilization and culture should be the foundation of the undergraduate curriculum	48.1	48.5	47.1	43.2	50.0	48.1	53.9	51.9	57.4	54.3	46.8	52.5
College officials have the right to ban persons with extreme views from speaking on campus	23.4	22.4	25.8	15.7	25.7	21.1	29.7	28.1	30.5	31.3	25.9	24.4
The chief benefit of a college education is that it increases one's earning power	28.4	24.1	38.9	23.2	18.5	28.3	21.9	21.0	22.6	22.7	38.9	39.0
Promoting diversity leads to the admission of too many under-prepared students	19.1	18.2	21.3	14.7	15.8	21.1	19.0	18.7	19.7	18.9	20.9	29.6
Colleges should be actively involved in solving social problems	67.4	70.9	59.1	72.1	71.8	69.8	70.5	68.4	71.7	72.6	59.3	54.0
Tenure is an outmoded concept	36.6	36.1	38.0	35.8	33.7	35.6	37.9	35.6	39.1	40.3	37.5	48.1
Colleges should encourage students to be involved in community service activities	86.7	87.1	85.8	84.1	88.9	86.6	90.1	87.5	92.0	92.3	85.9	83.9
Community service should be given weight in college admissions decisions	60.3	62.1	55.9	60.6	66.5	60.8	63.7	63.7	66.6	61.4	56.3	48.8
Tenure is essential to attract the best minds to academe	55.5	59.2	46.6	63.4	62.2	58.8	54.2	56.8	53.8	50.7	47.4	31.9
A racially/ethnically diverse student body enhances the educational experience of all students	95.1	95.8	93.5	97.1	96.2	94.7	95.7	96.0	95.5	95.5	93.3	97.4
External pressures often prevent researchers from being completely objective in the conduct of their work [4]	64.8	63.0	69.3	65.5	60.8	62.4	62.1	62.2	59.8	63.8	68.9	75.4
How would you characterize your political views?												
Far left	5.7	6.8	3.2	7.5	9.4	5.9	6.1	7.9	4.7	4.4	3.1	5.5
Liberal	48.1	52.4	37.4	57.9	53.9	50.5	48.8	51.5	46.6	46.5	37.5	35.9
Middle-of-the-road	32.5	29.1	40.9	25.9	26.4	31.6	30.2	27.0	35.8	30.8	41.2	34.3
Conservative	13.5	11.5	18.4	8.5	10.2	11.8	14.6	13.3	12.8	17.9	18.1	24.2
Far right	0.2	0.2	0.1	0.2	0.0	0.2	0.3	0.2	0.2	0.4	0.1	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
MAJOR OF HIGHEST DEGREE HELD												
Agriculture	0.3	0.3	0.2	0.9	0.2	0.2	0.0	0.1	0.0	0.0	0.2	0.0
Architecture or Urban Planning	0.4	0.5	0.1	1.3	0.6	0.2	0.1	0.2	0.0	0.0	0.2	0.0
Bacteriology, Molecular Biology	1.3	1.0	1.9	1.3	1.0	0.7	1.1	1.4	1.3	0.5	1.8	2.6
Biochemistry	0.5	0.5	0.6	0.3	0.2	0.6	0.5	0.5	0.5	0.6	0.6	0.0
Biophysics	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.1	0.0	0.0
Botany	0.5	0.4	0.6	0.7	0.1	0.4	0.3	0.5	0.1	0.2	0.6	0.0
Environmental Science	0.2	0.2	0.1	0.2	0.5	0.2	0.2	0.4	0.0	0.1	0.1	0.0
Marine (life) Sciences	0.1	0.1	0.1	0.1	0.0	0.1	0.1	0.1	0.1	0.1	0.1	0.0
Physiology, Anatomy	0.7	0.7	0.9	0.8	0.3	0.6	0.7	0.8	0.7	0.6	1.0	0.0
General, Other Biological Science	1.7	1.3	2.8	1.5	1.1	1.3	1.2	1.1	1.4	1.1	2.8	2.8
Accounting	1.1	1.0	1.2	0.9	0.9	1.1	1.1	0.9	1.0	1.2	1.2	2.3
Finance	0.3	0.3	0.3	0.1	0.3	0.4	0.3	0.4	0.3	0.2	0.3	0.0
International Business	0.1	0.1	0.3	0.0	0.0	0.1	0.2	0.0	0.1	0.5	0.3	0.0
Marketing	0.7	0.8	0.6	0.7	1.3	0.7	0.7	0.5	1.5	0.2	0.6	0.0
Management	1.3	1.4	1.1	1.0	1.1	1.7	1.5	1.7	1.3	1.2	0.9	5.6
Secretarial Studies	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
General, Other Business	1.0	0.7	1.6	0.3	0.8	0.9	0.7	0.3	1.0	1.1	1.6	2.8
Computer Science	0.8	0.8	1.0	0.5	0.5	0.9	0.9	0.9	1.0	0.9	1.0	0.0
Business Education	0.9	0.4	1.9	0.2	0.1	0.7	0.4	0.4	0.3	0.5	1.6	5.4
Elementary Education	1.6	2.0	0.7	1.3	0.5	2.7	2.4	1.9	2.3	3.3	0.7	0.0
Educational Administration	1.5	1.5	1.7	0.7	0.6	1.5	2.5	2.8	1.2	3.0	1.8	0.6
Educational Psychology and Counseling	1.3	1.3	1.4	1.2	1.1	1.3	1.3	1.4	1.4	1.1	1.4	2.3
Higher Education	2.2	2.0	2.8	1.9	1.0	2.3	2.0	1.6	2.7	2.1	2.7	4.1
Music or Art Education	0.6	0.7	0.3	0.8	0.5	0.8	0.5	0.7	0.5	0.4	0.3	0.0
Physical or Health Education	2.2	2.2	2.2	2.2	0.7	2.7	2.1	1.7	0.9	3.4	2.3	0.0
Secondary Education	1.9	1.3	3.3	1.0	0.9	1.8	0.9	1.0	0.6	1.0	3.5	0.0
Special Education	1.4	1.6	1.0	1.2	0.7	2.0	2.0	1.3	2.0	2.9	1.1	0.0
General, Other Education Fields	5.9	5.4	7.2	4.5	3.1	6.4	5.8	6.4	4.9	5.6	7.4	3.9
Aero-/astronautical Engineering	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0
Chemical Engineering	0.1	0.2	0.0	0.3	0.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Civil Engineering	0.2	0.2	0.3	0.3	0.5	0.2	0.0	0.1	0.0	0.0	0.3	0.0
Electrical Engineering	0.2	0.2	0.1	0.3	0.4	0.1	0.1	0.2	0.0	0.1	0.1	0.0
Industrial Engineering	0.1	0.1	0.1	0.3	0.2	0.1	0.0	0.0	0.0	0.0	0.1	0.0
Mechanical Engineering	0.1	0.2	0.1	0.3	0.3	0.2	0.0	0.0	0.0	0.0	0.1	0.0
Nuclear Engineering	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
General, Other Engineering Fields	0.3	0.3	0.3	0.4	0.6	0.2	0.1	0.1	0.1	0.1	0.3	0.0
Ethnic Studies	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0

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WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
MAJOR OF HIGHEST DEGREE HELD												
Art	2.5	2.6	2.4	2.6	3.4	2.5	2.4	2.1	2.7	2.6	2.2	5.6
Dramatics or Speech	2.1	2.1	2.0	2.7	1.2	1.8	2.2	2.4	1.3	2.7	1.9	3.9
Music	2.2	2.6	1.0	2.8	2.1	1.9	3.6	3.5	2.2	4.8	0.7	5.6
Other Fine Arts	1.2	1.4	0.8	2.0	1.5	1.2	1.2	1.1	1.3	1.2	0.7	2.3
Forestry	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Geography	0.2	0.2	0.1	0.3	0.3	0.3	0.1	0.2	0.0	0.1	0.1	0.0
Dentistry	0.4	0.2	0.8	0.6	0.1	0.1	0.0	0.0	0.0	0.0	0.8	0.0
Health Technology	0.3	0.1	0.8	0.1	0.1	0.1	0.1	0.0	0.1	0.2	0.9	0.0
Medicine or Surgery	0.3	0.3	0.1	1.0	0.1	0.1	0.0	0.0	0.0	0.1	0.1	0.0
Nursing	6.7	5.2	10.3	5.2	4.1	5.6	5.2	2.2	12.0	4.4	9.9	18.1
Pharmacy, Pharmacology	0.2	0.3	0.1	0.3	0.8	0.2	0.1	0.2	0.0	0.2	0.1	0.0
Therapy (Speech, Physical, Occupational)	1.1	1.3	0.5	1.2	0.5	1.8	1.0	1.4	1.2	0.4	0.3	5.6
Veterinary Medicine	0.2	0.0	0.4	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.5	0.0
General, Other Health Fields	1.2	1.2	1.2	1.3	0.8	1.4	0.9	0.5	0.9	1.5	1.2	1.4
Home Economics	0.6	0.8	0.2	1.3	0.4	0.9	0.3	0.3	0.5	0.3	0.2	0.0
English Language and Literature	9.0	8.2	11.0	6.8	9.7	8.0	9.1	10.2	8.1	8.4	11.1	9.7
Foreign Languages and Literature	1.2	1.5	0.5	1.3	2.6	0.9	2.0	2.5	2.2	1.2	0.5	0.0
French	1.0	1.4	0.2	1.7	2.1	1.0	1.3	1.6	0.4	1.7	0.2	0.0
German	0.4	0.6	0.0	0.9	0.8	0.4	0.6	0.7	0.1	0.7	0.0	0.0
Spanish	1.7	2.0	0.9	2.0	3.0	1.6	2.2	1.7	2.4	2.7	0.9	0.0
Other Foreign Languages	0.6	0.7	0.1	1.2	1.7	0.4	0.3	0.6	0.2	0.1	0.1	0.0
History	2.7	3.3	1.2	3.4	4.6	2.9	3.1	3.4	2.6	3.0	1.2	2.3
Linguistics	1.4	1.5	1.1	2.4	2.8	1.2	0.4	0.7	0.2	0.3	1.2	0.0
Philosophy	0.9	1.1	0.5	0.8	2.0	0.8	1.5	1.3	2.6	0.9	0.5	0.0
Religion or Theology	0.9	1.1	0.3	0.4	2.6	0.4	2.2	1.3	3.7	2.3	0.2	1.9
General, Other Humanities Fields	1.6	2.0	0.4	3.3	2.2	1.2	1.7	1.9	1.9	1.3	0.5	0.0
Journalism	0.6	0.6	0.4	0.8	0.6	0.5	0.5	0.8	0.5	0.3	0.5	0.0
Law	0.7	0.6	0.8	0.5	1.0	0.7	0.5	0.4	1.2	0.1	0.8	0.0
Law Enforcement	0.1	0.1	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0
Library Science	0.6	0.5	0.8	0.7	0.3	0.4	0.3	0.3	0.3	0.5	0.8	1.9
Mathematics and/or Statistics	4.4	3.4	6.9	2.4	3.8	3.8	3.7	3.7	3.6	3.9	7.0	5.4
Military Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL	ALL	ALL	Universities		Four-year Colleges					Two-year Colleges	
	Institutions	Univ/4yr	2 yr	Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
MAJOR OF HIGHEST DEGREE HELD												
Astronomy	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.2	0.0	0.1	0.2	0.0
Atmospheric Sciences	0.1	0.1	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Chemistry	1.6	1.7	1.3	1.0	1.7	1.6	2.5	2.3	2.5	2.8	1.4	0.0
Earth Sciences	0.6	0.6	0.4	0.8	0.7	0.8	0.3	0.4	0.2	0.2	0.4	0.6
Marine Sciences (including Oceanography)	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.0
Physics	0.5	0.5	0.5	0.5	0.5	0.6	0.4	0.4	0.2	0.7	0.4	2.3
General, Other Physical Sciences	0.1	0.1	0.1	0.1	0.1	0.0	0.1	0.0	0.1	0.4	0.1	0.0
Clinical Psychology	0.9	1.1	0.5	1.0	0.4	1.3	1.2	1.1	1.7	1.0	0.5	0.0
Counseling and Guidance	0.9	0.7	1.3	0.4	0.2	0.7	1.3	1.7	1.1	0.9	1.4	0.0
Experimental Psychology	1.2	1.4	0.7	1.0	1.2	1.5	1.6	2.3	1.2	0.9	0.7	0.0
Social Psychology	0.7	0.8	0.5	0.7	0.5	0.9	0.7	0.7	0.5	0.9	0.6	0.0
General, Other Psychology	1.8	1.8	1.7	0.9	1.8	2.2	2.1	2.2	2.0	2.0	1.8	1.4
Anthropology	1.5	1.8	0.8	2.8	3.1	1.5	0.7	1.2	0.0	0.6	0.9	0.0
Archaeology	0.1	0.2	0.0	0.1	0.3	0.1	0.1	0.2	0.1	0.0	0.0	0.0
Economics	1.1	1.3	0.5	1.2	2.3	0.9	1.6	1.9	1.2	1.3	0.5	0.0
Political Science, Government	1.5	1.9	0.5	1.9	2.8	1.8	1.7	2.6	0.6	1.3	0.5	0.0
Sociology	2.5	2.8	1.9	2.8	3.3	3.0	2.4	2.3	2.8	2.4	2.0	0.0
General, Other Social Sciences	1.0	1.3	0.3	1.6	1.0	1.5	1.0	1.1	1.2	0.9	0.3	0.0
Social Work, Social Welfare	1.1	1.3	0.6	1.2	0.4	1.3	1.9	1.4	2.8	1.8	0.6	0.0
Building Trades	0.2	0.1	0.4	0.1	0.0	0.2	0.0	0.0	0.0	0.1	0.5	0.0
Data Processing, Computer Programming	0.2	0.1	0.5	0.1	0.0	0.2	0.2	0.2	0.0	0.3	0.5	0.0
Drafting/design	0.1	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Electronics	0.1	0.1	0.1	0.0	0.4	0.1	0.0	0.0	0.0	0.0	0.2	0.0
Industrial Arts	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Mechanics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Technical	0.1	0.0	0.4	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.4	0.0
Other Vocational	0.2	0.1	0.5	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.5	0.0
Women's Studies	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
All Other Fields	2.7	2.9	2.3	3.1	2.2	3.2	2.5	2.8	2.0	2.3	2.4	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Agriculture	0.4	0.6	0.1	1.8	0.1	0.2	0.0	0.1	0.0	0.0	0.1	0.0
Architecture or Urban Planning	0.4	0.5	0.2	1.3	1.3	0.0	0.0	0.1	0.0	0.0	0.2	0.0
Bacteriology, Molecular Biology	0.4	0.3	0.5	0.4	0.6	0.2	0.3	0.2	0.7	0.1	0.5	0.0
Biochemistry	0.1	0.2	0.0	0.4	0.3	0.1	0.0	0.0	0.0	0.1	0.0	0.0
Biophysics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Botany	0.1	0.1	0.0	0.3	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Environmental Science	0.2	0.2	0.0	0.2	0.5	0.1	0.3	0.5	0.1	0.0	0.0	0.6
Marine (life) Sciences	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.0
Physiology, Anatomy	0.2	0.1	0.3	0.2	0.0	0.1	0.2	0.3	0.0	0.2	0.3	0.0
Zoology	0.2	0.2	0.0	0.7	0.0	0.1	0.1	0.0	0.0	0.3	0.0	0.0
General, Other Biological Science	4.0	2.9	6.7	2.1	2.2	2.9	4.0	4.3	4.2	3.3	6.7	5.7
Accounting	1.4	1.2	1.8	1.1	0.7	1.2	1.3	1.1	1.7	1.3	1.8	2.9
Finance	0.2	0.2	0.1	0.2	0.5	0.2	0.2	0.1	0.5	0.0	0.1	0.0
International Business	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Marketing	0.7	0.8	0.6	0.8	1.4	0.8	0.6	0.5	1.3	0.4	0.6	0.0
Management	1.3	1.6	0.8	1.3	1.4	1.6	1.9	2.1	1.5	1.9	0.8	0.0
Secretarial Studies	0.6	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.1	1.8	2.8
General, Other Business	1.7	1.3	2.7	0.9	1.0	1.6	1.5	0.8	1.2	2.7	2.8	0.0
Computer Science	1.2	1.1	1.4	0.7	0.6	1.4	1.3	1.4	1.3	1.3	1.2	5.8
Business Education	0.2	0.2	0.3	0.1	0.1	0.4	0.0	0.0	0.1	0.0	0.4	0.0
Elementary Education	2.6	3.6	0.5	2.2	1.0	4.6	4.6	4.3	3.7	5.7	0.5	0.0
Educational Administration	0.1	0.2	0.0	0.2	0.0	0.3	0.1	0.1	0.0	0.2	0.0	0.0
Educational Psychology and Counseling	0.3	0.4	0.3	0.3	0.2	0.5	0.2	0.3	0.3	0.2	0.3	0.0
Higher Education	0.4	0.3	0.7	0.3	0.1	0.3	0.5	0.3	0.6	0.7	0.6	1.3
Music or Art Education	0.3	0.5	0.0	0.5	0.4	0.6	0.3	0.5	0.3	0.0	0.0	0.0
Physical or Health Education	2.4	2.5	2.2	2.0	0.9	3.1	2.9	2.3	0.8	5.3	2.3	0.0
Secondary Education	0.7	0.9	0.1	0.6	0.9	1.3	0.8	0.9	0.7	0.8	0.1	0.0
Special Education	1.1	1.3	0.5	0.7	0.5	2.2	1.1	0.9	1.2	1.1	0.5	0.0
General, Other Education Fields	2.7	3.1	1.7	2.8	1.4	3.2	4.1	4.4	3.5	4.2	1.6	3.4
Aeronautical/astronautical Engineering	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Chemical Engineering	0.1	0.2	0.0	0.3	0.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Civil Engineering	0.1	0.2	0.0	0.2	0.8	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Electrical Engineering	0.1	0.1	0.0	0.1	0.4	0.1	0.1	0.0	0.1	0.1	0.0	0.0
Industrial Engineering	0.1	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mechanical Engineering	0.1	0.1	0.0	0.1	0.3	0.2	0.0	0.0	0.0	0.0	0.0	0.0
Nuclear Engineering	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
General, Other Engineering Fields	0.2	0.3	0.1	0.6	0.3	0.2	0.0	0.0	0.0	0.0	0.1	0.0
Ethnic Studies	0.0	0.1	0.0	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities		Four-year Colleges					Two-year Colleges	
				Public	Private	Public	All Private	Non-sectarian	Catholic	Other Religious	Public	Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Art	2.9	3.1	2.3	3.0	4.0	2.9	3.0	3.1	3.0	3.0	2.2	5.8
Dramatics or Speech	2.1	2.2	1.9	2.7	1.8	1.7	2.5	2.6	2.0	2.7	1.7	4.1
Music	2.3	2.9	0.9	3.0	2.0	2.2	3.8	3.4	2.8	5.3	0.6	5.8
Other Fine Arts	0.9	1.1	0.5	1.5	1.6	0.8	0.9	0.9	1.0	0.7	0.5	0.0
Forestry	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Geography	0.2	0.2	0.2	0.3	0.2	0.3	0.1	0.1	0.0	0.1	0.2	0.0
Dentistry	0.6	0.4	1.3	0.8	0.0	0.4	0.0	0.0	0.0	0.0	1.3	0.0
Health Technology	0.5	0.2	1.2	0.4	0.0	0.1	0.1	0.0	0.2	0.1	1.3	0.0
Medicine or Surgery	0.3	0.4	0.1	1.0	0.2	0.3	0.0	0.0	0.0	0.0	0.1	0.0
Nursing	8.1	6.9	11.1	7.7	5.2	7.4	6.0	2.7	13.9	4.9	10.7	19.0
Pharmacy, Pharmacology	0.2	0.2	0.0	0.3	0.7	0.1	0.2	0.2	0.0	0.2	0.0	0.0
Therapy (Speech, Physical, Occupational)	1.5	1.8	0.7	1.8	0.8	2.3	1.6	2.2	2.2	0.4	0.5	5.8
Veterinary Medicine	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0
General, Other Health Fields	1.6	1.3	2.4	1.6	0.8	1.7	0.7	0.6	1.1	0.5	2.5	1.5
Home Economics	0.7	0.9	0.2	1.3	0.5	1.0	0.5	0.4	0.5	0.6	0.2	0.0
English Language and Literature	10.3	9.1	13.2	8.0	9.3	9.0	10.3	11.4	8.7	10.0	13.5	5.7
Foreign Languages and Literature	3.1	4.0	0.9	4.4	5.4	3.4	4.0	3.6	4.1	4.5	0.9	0.0
French	0.5	0.7	0.0	1.1	1.8	0.3	0.6	1.0	0.1	0.5	0.0	0.0
German	0.3	0.5	0.0	0.8	1.3	0.1	0.3	0.2	0.0	0.6	0.0	0.0
Spanish	1.0	1.1	0.8	1.1	2.8	0.6	1.2	1.3	0.9	1.4	0.9	0.0
Other Foreign Languages	0.6	0.7	0.5	1.1	1.9	0.2	0.4	0.7	0.0	0.3	0.5	0.0
History	2.4	3.0	1.0	3.1	4.5	2.5	2.9	3.1	2.8	2.7	1.0	0.0
Linguistics	0.5	0.6	0.3	1.1	1.3	0.5	0.0	0.0	0.0	0.0	0.3	0.0
Philosophy	0.9	1.0	0.6	0.5	1.8	0.7	1.4	1.2	2.8	0.8	0.6	0.0
Religion or Theology	0.8	1.2	0.1	0.3	2.9	0.4	2.2	1.2	4.0	2.2	0.0	1.9
General, Other Humanities Fields	1.8	1.8	1.8	2.4	1.9	1.4	1.7	1.9	1.1	1.9	1.6	5.8
Journalism	0.7	0.8	0.5	0.8	1.5	0.7	0.7	0.9	0.8	0.3	0.4	2.4
Law	0.2	0.2	0.2	0.3	0.4	0.1	0.1	0.3	0.1	0.0	0.2	0.0
Law Enforcement	0.2	0.2	0.2	0.1	0.0	0.5	0.2	0.0	0.7	0.0	0.2	0.0
Library Science	0.6	0.5	0.8	0.7	0.4	0.6	0.3	0.3	0.3	0.4	0.8	1.9
Mathematics and/or Statistics	5.6	3.9	9.9	2.5	4.0	4.8	4.0	4.1	3.5	4.4	9.9	10.4
Military Science	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

WEIGHTED NATIONAL NORMS FOR FULL-TIME UNDERGRADUATE FACULTY, 2001-2002

FEMALE RESPONDENTS	ALL Institutions	ALL Univ/4yr	ALL 2 yr	Universities Public	Universities Private	Four-year Colleges Public	Four-year Colleges All Private	Four-year Colleges Non-sectarian	Four-year Colleges Catholic	Four-year Colleges Other Religious	Two-year Colleges Public	Two-year Colleges Private
DEPARTMENT OF CURRENT FACULTY APPOINTMENT												
Astronomy	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0
Atmospheric Sciences	0.1	0.1	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Chemistry	1.7	1.9	1.1	1.1	1.7	1.8	2.9	2.5	2.7	3.7	1.2	0.0
Earth Sciences	0.6	0.7	0.3	0.7	0.8	0.9	0.3	0.5	0.1	0.1	0.3	0.0
Marine Sciences (including Oceanography)	0.1	0.1	0.0	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Physics	0.5	0.5	0.5	0.5	0.6	0.6	0.5	0.6	0.2	0.7	0.5	0.0
General, Other Physical Sciences	0.3	0.1	0.8	0.0	0.0	0.1	0.2	0.2	0.1	0.2	0.8	0.0
Clinical Psychology	0.4	0.6	0.1	0.7	0.5	0.5	0.6	0.5	0.6	0.7	0.1	0.0
Counseling and Guidance	0.2	0.2	0.3	0.2	0.1	0.1	0.3	0.6	0.1	0.1	0.3	0.0
Experimental Psychology	0.5	0.8	0.0	0.8	0.9	0.9	0.5	1.0	0.1	0.2	0.0	0.0
Social Psychology	0.1	0.2	0.0	0.2	0.1	0.3	0.2	0.2	0.2	0.2	0.0	0.0
General, Other Psychology	3.2	3.0	3.5	1.3	1.8	3.6	4.5	4.7	4.3	4.4	3.6	2.4
Anthropology	1.2	1.6	0.5	2.6	2.0	1.4	0.6	1.0	0.2	0.3	0.5	0.0
Archaeology	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.0
Economics	0.9	1.2	0.3	1.3	2.2	0.8	1.3	1.8	1.1	1.0	0.3	0.0
Political Science, Government	1.4	1.8	0.4	1.5	2.3	1.9	1.6	2.5	0.4	1.2	0.4	0.0
Sociology	2.4	2.7	1.7	3.0	2.9	2.7	2.5	2.5	2.6	2.5	1.8	0.0
General, Other Social Sciences	2.1	1.7	3.0	1.7	1.3	1.9	1.7	2.3	1.2	1.2	3.0	2.1
Social Work, Social Welfare	1.2	1.3	0.8	1.0	0.6	1.3	2.0	1.7	2.8	2.0	0.8	0.0
Building Trades	0.2	0.1	0.5	0.1	0.1	0.2	0.0	0.0	0.0	0.1	0.5	0.0
Data Processing, Computer Programming	0.7	0.2	1.9	0.1	0.0	0.2	0.2	0.2	0.3	0.3	1.8	2.9
Drafting/design	0.4	0.1	0.9	0.2	0.3	0.1	0.1	0.3	0.0	0.0	0.9	0.0
Electronics	0.1	0.0	0.3	0.0	0.3	0.0	0.0	0.1	0.0	0.0	0.3	0.0
Industrial Arts	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0
Mechanics	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other Technical	0.4	0.2	1.1	0.1	0.0	0.4	0.0	0.0	0.0	0.0	1.1	0.0
Other Vocational	0.4	0.1	0.9	0.1	0.1	0.3	0.0	0.0	0.0	0.0	1.0	0.0
Women's Studies	0.2	0.2	0.0	0.4	0.1	0.2	0.1	0.2	0.1	0.1	0.0	0.0
All Other Fields	4.1	4.0	4.3	4.5	3.6	4.8	2.8	3.5	2.4	2.1	4.5	0.0

Appendix A

Research Methodology

Appendix A

Research Methodology

Administering the Survey

Letters of invitation to participate in the survey were sent to the chief academic and institutional research officers at more than 2,600 institutions nationwide. Of the total population of institutions who were invited, 379 institutions agreed to administer the survey. Each participating institution then provided HERI with the names and addresses of those persons who the institution wanted surveyed. The great majority of the persons were full-time faculty. However, some institutions also chose to survey their academic administrators or persons with academic appointments but no teaching duties. (To secure a reliable set of normative data, HERI developed an algorithm for determining respondent type – See "Defining Faculty Groups," below).

HERI then prepared a survey packet for each potential respondent, including a copy of the survey instrument, a cover letter from the Institute, and a pre-paid return envelope. The packets were then mailed to each institution, which had the option to add a cover letter of its own, as well as instructions for up to 21 locally-designed questions. The packets were then mailed by each institution to its faculty.

After approximately eight weeks, HERI's processing center inspected the returned surveys and identified who had not responded. A second set of survey packets was prepared for the non-respondents and distributed to the institutions, where the mail-out process was repeated. After an additional ten weeks, all surveys were processed and the resulting data file sent to HERI for analysis.

As in previous administrations of the Faculty Survey, the distribution of participating institutions by type and control was uneven, with small private colleges more likely to participate than large public colleges and universities. To compensate for this imbalance, HERI conducted a direct administration of the survey to faculty at a supplemental sample of 37 institutions. Names and addresses for potential respondents were obtained from a company specializing in mailings to college faculty. Survey packets were prepared and distributed directly from HERI's processing center using the same two-wave administration process noted above. Because the survey packets did not include a cover letter from the institution, it was expected that the response rate would be somewhat lower for these institutions (as it was, see below).

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Survey Response

Of the 134,905 questionnaires mailed out, usable returns were eventually received from 55,521, constituting a 41 percent response rate for all institutions, down from 43 percent in 1989, 42 percent in 1995, and 55 percent in 1989. As expected, the response rate for actively participating institutions was slightly higher (44 percent), while the response rate for the supplemental institutions was much lower (26 percent).

While it would appear that the 2001-2002 Faculty Survey response rates reflect the general decline in response to mail-out surveys (see Dey, 1997), it is encouraging to see that this decline is substantially less in actively participating institutions (down 13 percentage points, from 57 percent in 1989) than in the supplemental institutions (down 20 percentage points, from 46 percent in 1989). Clearly, the involvement of the institution, both in its administration and support of the survey, makes an important difference. In 2001 we also needed fewer supplemental institutions to balance the overall distribution of the sample by institutional type.

The National Normative Sample

For an institution's data to be included in the normative sample, HERI required that a minimum percentage of all faculty at that institution be surveyed. Total full-time faculty counts were obtained from the 1999 IPEDS Faculty Salary and Tenure survey conducted by the U.S. Department of Education. Participating two- and four-year colleges were required to have surveyed at least 35 percent of their full-time faculty. Participating universities were required to survey at least 25 percent.[1] To reflect the lower response rate from the supplemental sample of institutions, the minimum percentage was five points lower (30 and 20 percent respectively). As a result of these requirements, results from 44 of 379 participating institutions, and 14 of the 37 supplemental institutions were dropped from the normative sample, leaving a total of 358.

Inclusion in the normative sample should not be confused with response rate. An institution's response rate depends on the number of *sampled* faculty who returned surveys. If the institution sampled only a small proportion of its full-time undergraduate faculty, it might not meet the norms requirements even if it had a very high response rate.

Weighting Procedures

In order to approximate as closely as possible the results that would have been obtained if all college and university teaching faculty in all institutions had responded to the survey, a multi-stage weighting procedure was employed following Astin, Korn, and Dey (1991). The first set of weights was designed to adjust for response bias within participating institutions. The entire faculty at each institution was sorted into twelve categories representing all combinations of gender (male or female) and rank (professor, associate professor, assistant professor, instructor, lecturer, other). The ratio between the total number of faculty in the institution and the number of respondents in each category was used as the first corrective weight. Thus, if there were 20 female full professors and 10 of those responded, each of these respondent's weights would be 2.0 (20 divided by 10). This within–institution weight, which is designed to correct for any response bias related to the gender or rank of the faculty member, adjusts the total number of respondents up to the total number of faculty at the institution.[2]

---

[1] Universities faced a less stringent requirement because the IPEDS survey does not distinguish between undergraduate and graduate faculty. Since the Faculty Survey focuses on undergraduate faculty, total faculty counts for universities are inflated.

To develop the second set of weights, institutions were sorted into 23 stratification cells based upon type (two–year, four–year, university), control (public, private–nonsectarian, Roman Catholic, Protestant), and, for four–year institutions, selectivity (defined as the average admissions test score of the entering freshman class). Within each of these stratification cells, faculty in all institutions in the population were sorted into the same 12 gender–by–rank categories described above. Data from all participating institutions within each institutional stratification cell were then combined, and the weighted number of respondents (using the first weight described above) was then determined separately for each of the gender–by–rank combinations. Thus, for each gender–by–rank combination within a stratification cell, we had two values: the total number of faculty in the higher education population, and the weighted number of respondents to our survey. The ratio between these two totals became the second weight, which was designed to correct for between–stratification cell differences in institutional participation. The final weight used for each respondent consisted of the product of the two weights (that is, the within–institution weight and the between–stratification weight).

Table A1 shows the total number of institutions and total number of institutional participants by institutional type, together with the total number of faculty members, faculty surveyed, and faculty respondents for each cell.

Defining Faculty Groups

As already noted, only those full–time employees who were engaged in teaching undergraduates were included in the normative data reported here. Full–time administrators, full–time researchers, or faculty members who teach only at the postgraduate level have been excluded. More specifically, a respondent was included in the normative data if one of the following conditions was met:

---

[2] In the event that an institution did not report the distribution of its faculty across different ranks, the within-institution weight was based on gender alone.

Table A1

Institutional and Faculty Participation in the 2001-2002 HERI Faculty Survey

	Institutions			Faculty			
Institutional type	National Total	Partici-pating (1)	Used in Norms	National Total	Mailout Sample	Respon-dents (2)	Used in Norms (3)
All institutions	2,617	416	358	442,449	134,905	55,521	32,840
All four-year institutions	1,528	338	294	340,942	124,173	51,264	29,966
All two-year institutions	1,089	78	64	101,507	10,732	4,257	2,874
Universities							
Public	124	34	27	107,664	38,795	14,371	6,126
Private	72	31	23	42,920	23,085	7,896	3,926
Four-year colleges							
Public	392	86	69	108,215	34,134	14,210	8,598
All Private	940	187	175	82,142	28,159	14,787	11,316
Nonsectarian	402	80	72	38,445	13,537	6,819	5,055
Catholic	174	32	31	16,333	5,043	2,718	2,044
Other Religious	364	75	72	27,365	9,579	5,250	4,217
Two-year Colleges							
Public	904	71	60	96,096	10,347	4,133	2,796
Private	185	7	4	5,411	385	124	78

(1) Includes 37 institutions that were surveyed directly by HERI

(2) Includes respondents who were not classified as full-time undergraduate faculty.

(3) Full-time undergraduate faculty only.

1) if he or she indicated full–time employment at an institution [question 2] **and** noted teaching as his/her principal activity [question 1] **and** either:
   a) taught at least one undergraduate–level course [question 18 **or**
   b) taught no classes at all in the most recent term (this last condition is included for faculty on sabbatical leave or those currently engaged in research full–time).

2) if he or she indicated full–time employment at an institution [question 2] **and** taught at least two courses in the last term [question 18], at least one of which was at the undergraduate level.

3) if he or she indicated full–time employment at an institution [question 2] **and** indicated that he/she spent at least 9 hours per week in scheduled teaching [question 17], but did not indicate any specific types of courses being taught [question 18].

It should be noted that HERI has received some comment from participating institutions that had surveyed *only* full-time undergraduate faculty, yet some of their respondents were classified as being of another respondent type (primarily "other"). Apparently, these respondents were misclassified because they had not responded to one or more of the key questions above. For the purposes of this report, however, HERI felt it preferable to not include them, to assure that those in the normative sample were positively identified as meeting the requirements for inclusion.

Appendix B

2000-01 Faculty Survey Instrument

270366

2001 Faculty Survey

Higher Education Research Institute, UCLA

MARKING DIRECTIONS

Your responses will be read by an optical mark reader. Please,

- Use a pencil or black or blue pen.
- Fill the oval completely.
- Erase cleanly any marks you wish to change or "X" out mark if in pen.

CORRECT MARK ○ ● ○ ○ **INCORRECT MARKS** ✓ ✗ ◔ ●

1. What is your principal activity in your current position at this institution? (Mark one)
○ Administration
○ Teaching
○ Research
○ Services to clients and patients
○ Other

2. Are you considered a full-time employee of your institution for at least nine months of the current academic year? (Mark one)
○ Yes ○ No

3. Your sex: ○ Male ○ Female

4. What is your present academic rank?
○ Professor
○ Associate Professor
○ Assistant Professor
○ Lecturer
○ Instructor
○ Other

5. What is your administrative title?
○ Not applicable
○ Director, coordinator, or administrator of an institute, center, lab, or specially-funded program
○ Department Chair
○ Dean
○ Associate or Assistant Dean
○ Vice-President, Provost, Vice-Chancellor
○ President, Chancellor
○ Other

6. Are you currently: (Mark one)
○ Married
○ Unmarried, living with partner
○ Single

7. Have you ever been: (Mark all that apply)
○ Divorced ○ Widowed ○ Separated

8. If you were to begin your career again, would you still want to be a college professor?
○ Definitely yes
○ Probably yes
○ Not sure
○ Probably no
○ Definitely no

9. Racial/Ethnic group: (Mark all that apply)
○ White/Caucasian
○ African American/Black
○ American Indian
○ Asian American/Asian
○ Mexican American/Chicano
○ Puerto Rican American
○ Other Latino
○ Other

10. How many children do you have in the following age ranges?

0 - 4 years old	⓪	①	②	③	4+
5 - 12 years old	⓪	①	②	③	4+
13 - 17 years old	⓪	①	②	③	4+
18 - 23 years old	⓪	①	②	③	4+
24 years old or older	⓪	①	②	③	4+

11. Do your interests lie primarily in teaching or research?
○ Very heavily in research
○ In both, but leaning toward research
○ In both, but leaning toward teaching
○ Very heavily in teaching

12. On the following list, please mark one in each column:

	Highest Degree Earned	Degree Currently Working On
Bachelor's (B.A., B.S., etc.)	○	○
Master's (M.A., M.S., etc.)	○	○
LL.B., J.D.	○	○
M.D., D.D.S. (or equivalent)	○	○
Other first professional degree beyond B.A. (e.g., D.D., D.V.M.)	○	○
Ed.D.	○	○
Ph.D.	○	○
Other degree	○	○
None	○	○

13. During the past two years, have you engaged in any of the following activities?

(Mark one for each item)

	Yes	No
Taught an honors course	Ⓨ	Ⓝ
Taught an interdisciplinary course	Ⓨ	Ⓝ
Taught an ethnic studies course	Ⓨ	Ⓝ
Taught a women's studies course	Ⓨ	Ⓝ
Team-taught a course	Ⓨ	Ⓝ
Taught a service learning course	Ⓨ	Ⓝ
Worked with undergraduates on a research project	Ⓨ	Ⓝ
Used intra- or extramural funds for research	Ⓨ	Ⓝ
Participated in a teaching enhancement workshop	Ⓨ	Ⓝ
Placed or collected assignments for a course on the Internet	Ⓨ	Ⓝ
Taught a course exclusively through the Internet	Ⓨ	Ⓝ

14. In the two sets of ovals shown below, please mark the most appropriate code from the fields listed on the back of the accompanying letter. (Please see example on back of accompanying letter.)

Major of highest degree held		Department of current faculty appointment	
⓪	⓪	⓪	⓪
①	①	①	①
②	②	②	②
③	③	③	③
④	④	④	④
⑤	⑤	⑤	⑤
⑥	⑥	⑥	⑥
⑦	⑦	⑦	⑦
⑧	⑧	⑧	⑧
⑨	⑨	⑨	⑨

15. In the set of ovals to the right, please mark the dollar value of your base institutional salary, rounded to the nearest $1,000. (Note: Amounts above $199,000 should be marked "199")

⓪	⓪	⓪
①	①	①
	②	②
	③	③
	④	④
	⑤	⑤
	⑥	⑥
	⑦	⑦
	⑧	⑧
	⑨	⑨

The above salary is based on:
○ 9/10 months
○ 11/12 months

16. In the four sets of ovals below, please mark the last two digits of the year of each of the following:

Year of birth		Year of highest degree now held	
⓪	⓪	⓪	⓪
①	①	①	①
②	②	②	②
③	③	③	③
④	④	④	④
⑤	⑤	⑤	⑤
⑥	⑥	⑥	⑥
⑦	⑦	⑦	⑦
⑧	⑧	⑧	⑧
⑨	⑨	⑨	⑨

Are you tenured?
○ Yes → Year tenure was awarded
○ No

Year of appointment at present institution		Year tenure was awarded	
⓪	⓪	⓪	⓪
①	①	①	①
②	②	②	②
③	③	③	③
④	④	④	④
⑤	⑤	⑤	⑤
⑥	⑥	⑥	⑥
⑦	⑦	⑦	⑦
⑧	⑧	⑧	⑧
⑨	⑨	⑨	⑨

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NOTE: If you are between terms, on leave, or in an interim term, please answer questions 17 and 18 as they apply to the full term most recently completed at this institution.

17. During the present term, how many hours per week on the average do you actually spend on each of the following activities?

(Mark one for each activity)

	Hours Per Week								
	None	1 - 4	5 - 8	9 - 12	13 - 16	17 - 20	21 - 34	35 - 44	45+
Scheduled teaching (give actual, not credit hours)	○	○	○	○	○	○	○	○	○
Preparing for teaching (including reading student papers and grading)	○	○	○	○	○	○	○	○	○
Advising and counseling of students	○	○	○	○	○	○	○	○	○
Committee work and meetings	○	○	○	○	○	○	○	○	○
Other administration	○	○	○	○	○	○	○	○	○
Research and scholarly writing	○	○	○	○	○	○	○	○	○
Other creative products/performances	○	○	○	○	○	○	○	○	○
Consultation with clients/patients	○	○	○	○	○	○	○	○	○
Community or public service	○	○	○	○	○	○	○	○	○
Outside consulting/freelance work	○	○	○	○	○	○	○	○	○
Household/childcare duties	○	○	○	○	○	○	○	○	○

18. How many of the following courses are you teaching this term?

(Mark one for each activity)

General education courses	⓪	①	②	③	④	5+
Other BA or BS undergraduate credit courses	⓪	①	②	③	④	5+
Non-BA credit courses (developmental/remedial)	⓪	①	②	③	④	5+
Graduate courses	⓪	①	②	③	④	5+

19. Indicate the importance to you of each of the following education goals for undergraduate students:

(Mark one for each item)

	Essential	Very Important	Somewhat Important	Not Important
Develop ability to think clearly	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Prepare students for employment after college	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Prepare students for graduate or advanced education	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Develop moral character	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Provide for students' emotional development	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Prepare students for family living	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Teach students the classic works of Western civilization	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Help students develop personal values	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Enhance the out-of-class experience of students	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Enhance students' self-understanding	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Instill in students a commitment to community service	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Prepare students for responsible citizenship	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Enhance students' knowledge of and appreciation for other racial/ethnic groups	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Study a foreign language	Ⓔ	Ⓥ	Ⓢ	Ⓝ

20. How influential were the following people in your decision to pursue an academic career?

(Mark one for each item)

	Very Influential	Somewhat Influential	Not Influential
Father	Ⓥ	Ⓢ	Ⓝ
Mother	Ⓥ	Ⓢ	Ⓝ
Other relatives	Ⓥ	Ⓢ	Ⓝ
Undergraduate faculty or advisor	Ⓥ	Ⓢ	Ⓝ
Graduate faculty or advisor	Ⓥ	Ⓢ	Ⓝ

For questions 21-23, mark only one response for each question.

	None	1 - 2	3 - 4	5 - 10	11 - 20	21 - 50	51+
21. How many of the following have you published?							
Articles in academic or professional journals	○	○	○	○	○	○	○
Chapters in edited volumes	○	○	○	○	○	○	○
Books, manuals, or monographs	○	○	○	○	○	○	○
22. How many exhibitions or performances in the fine or applied arts have you presented?	○	○	○	○	○	○	○
23. How many of your professional writings have been published or accepted for publication in the last two years?	○	○	○	○	○	○	○

24. For each of the following items, please mark either Yes or No:

	Yes	No
Have you ever held an academic administrative post?	Ⓨ	Ⓝ
Have you ever received an award for outstanding teaching?	Ⓨ	Ⓝ
Do you commute a long distance to work?	Ⓨ	Ⓝ
Has any of your research or writing focused on women?	Ⓨ	Ⓝ
Does your spouse/partner work in the same city?	Ⓨ	Ⓝ
Is your spouse/partner an academic?	Ⓨ	Ⓝ
Has any of your research or writing focused on racial or ethnic minorities?	Ⓨ	Ⓝ
Were you born in the USA?	Ⓨ	Ⓝ
Are you a U.S. citizen?	Ⓨ	Ⓝ
Have you ever interrupted your professional career for more than one year for family reasons?	Ⓨ	Ⓝ
Have you been sexually harassed at this institution?	Ⓨ	Ⓝ
Do you plan on working beyond age 70?	Ⓨ	Ⓝ
Are you a member of a faculty union?	Ⓨ	Ⓝ
Is (or was) your father an academic?	Ⓨ	Ⓝ
Is (or was) your mother an academic?	Ⓨ	Ⓝ
During the Last Two Years, Have You:		
Received at least one firm job offer?	Ⓨ	Ⓝ
Developed a new course?	Ⓨ	Ⓝ
Considered early retirement?	Ⓨ	Ⓝ
Considered leaving academe for another job?	Ⓨ	Ⓝ
Taught courses at more than one institution during the same term?	Ⓨ	Ⓝ
Served as a paid consultant?	Ⓨ	Ⓝ
Requested/sought an early promotion?	Ⓨ	Ⓝ

25. How important were each of the following in your decision to work at this college or university?

(Mark one for each item)

	Very Important	Somewhat Important	Not Important	A Deterrent
Institutional emphasis on teaching	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Institutional emphasis on research	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Prestige of institution	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Prestige of department	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Salary/benefits	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Research facilities	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Academic rank offered	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Colleagues	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Geographic location	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Job opportunities for spouse	Ⓥ	Ⓢ	Ⓝ	Ⓓ
Other personal/family considerations	Ⓥ	Ⓢ	Ⓝ	Ⓓ

26. Indicate how important you believe each priority listed below is at your college or university:

(Mark one for each activity)

	Highest Priority	High Priority	Medium Priority	Low Priority
To promote the intellectual development of students	④	③	②	①
To help students examine and understand their personal values	④	③	②	①
To develop a sense of community among students and faculty	④	③	②	①
To develop leadership ability among students	④	③	②	①
To facilitate student involvement in community service	④	③	②	①
To help students learn how to bring about change in American society	④	③	②	①
To increase or maintain institutional prestige	④	③	②	①
To hire faculty "stars"	④	③	②	①
To recruit more minority students	④	③	②	①
To enhance the institution's national image	④	③	②	①
To create a diverse multi-cultural campus environment	④	③	②	①
To promote the religious/spiritual development of students	④	③	②	①
To mentor new faculty	④	③	②	①

27. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Faculty are interested in students' personal problems	④	③	②	①
Racial and ethnic diversity should be more strongly reflected in the curriculum	④	③	②	①
Faculty feel that most students are well-prepared academically	④	③	②	①
This institution should hire more faculty of color	④	③	②	①
Student Affairs staff have the support and respect of faculty	④	③	②	①
Faculty are committed to the welfare of this institution	④	③	②	①
Faculty here are strongly interested in the academic problems of undergraduates	④	③	②	①
There is a lot of campus racial conflict here	④	③	②	①
Many courses include feminist perspectives	④	③	②	①
Faculty of color are treated fairly here	④	③	②	①
Women faculty are treated fairly here	④	③	②	①
Many courses involve students in community service	④	③	②	①
This institution should hire more women faculty	④	③	②	①
Most students are strongly committed to community service	④	③	②	①
Gay and lesbian faculty are treated fairly here	④	③	②	①
My research is valued by faculty in my department	④	③	②	①
My teaching is valued by faculty in my department	④	③	②	①

28. During the past two years, how involved have you been in efforts to reform the following at your institution?

(Mark one for each item)

	Very Involved	Minimally Involved	Not Involved
Overall mission, purpose	Ⓥ	Ⓜ	Ⓝ
General education	Ⓥ	Ⓜ	Ⓝ
Faculty roles/rewards	Ⓥ	Ⓜ	Ⓝ
Governance	Ⓥ	Ⓜ	Ⓝ
Curriculum	Ⓥ	Ⓜ	Ⓝ

29. How important are each of the following in your decision to pursue an academic career?

(Mark one for each item)

	Very Important	Somewhat Important	Not Important
Autonomy	Ⓥ	Ⓢ	Ⓝ
Flexible schedule	Ⓥ	Ⓢ	Ⓝ
Intellectual challenge	Ⓥ	Ⓢ	Ⓝ
Intellectual freedom	Ⓥ	Ⓢ	Ⓝ
Freedom to pursue my scholarly/teaching interests	Ⓥ	Ⓢ	Ⓝ
Opportunities for teaching	Ⓥ	Ⓢ	Ⓝ
Opportunities for research	Ⓥ	Ⓢ	Ⓝ
Occupational prestige/professional status	Ⓥ	Ⓢ	Ⓝ
Opportunity to influence social change	Ⓥ	Ⓢ	Ⓝ

30. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:

(Mark one for each item)

	Extensive	Somewhat	Not At All
Managing household responsibilities	Ⓔ	Ⓢ	Ⓝ
Child care	Ⓔ	Ⓢ	Ⓝ
Care of elderly parent	Ⓔ	Ⓢ	Ⓝ
My physical health	Ⓔ	Ⓢ	Ⓝ
Review/promotion process	Ⓔ	Ⓢ	Ⓝ
Subtle discrimination (e.g., prejudice, racism, sexism)	Ⓔ	Ⓢ	Ⓝ
Personal finances	Ⓔ	Ⓢ	Ⓝ
Committee work	Ⓔ	Ⓢ	Ⓝ
Faculty meetings	Ⓔ	Ⓢ	Ⓝ
Colleagues	Ⓔ	Ⓢ	Ⓝ
Students	Ⓔ	Ⓢ	Ⓝ
Research or publishing demands	Ⓔ	Ⓢ	Ⓝ
Institutional procedures and "red tape"	Ⓔ	Ⓢ	Ⓝ
Teaching load	Ⓔ	Ⓢ	Ⓝ
Children's problems	Ⓔ	Ⓢ	Ⓝ
Marital friction	Ⓔ	Ⓢ	Ⓝ
Time pressures	Ⓔ	Ⓢ	Ⓝ
Lack of personal time	Ⓔ	Ⓢ	Ⓝ
Keeping up with information technology	Ⓔ	Ⓢ	Ⓝ

31. How satisfied are you with the following aspects of your job?

(Mark one for each item)

	Very Satisfied	Satisfied	Marginally Satisfied	Not Satisfied	Not Applicable
Salary and fringe benefits	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Opportunity for scholarly pursuits	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Teaching load	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Quality of students	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Office/lab space	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Autonomy and independence	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Professional relationships with other faculty	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Social relationships with other faculty	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Competency of colleagues	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Visibility for jobs at other institutions/organizations	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Job security	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Relationships with administration	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Overall job satisfaction	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Opportunity to develop new ideas	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○
Availability of child care at this institution	Ⓥ	Ⓢ	Ⓜ	Ⓝ	○

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32. Indicate how well each of the following describes your college or university:

(Mark one for each item)

	Very Descriptive	Somewhat Descriptive	Not Descriptive
It is easy for students to see faculty outside of regular office hours	Ⓥ	Ⓢ	Ⓝ
There is a great deal of conformity among the students	Ⓥ	Ⓢ	Ⓝ
The faculty are typically at odds with campus administrators	Ⓥ	Ⓢ	Ⓝ
Faculty here respect each other	Ⓥ	Ⓢ	Ⓝ
Most students are treated like "numbers in a book"	Ⓥ	Ⓢ	Ⓝ
Social activities are overemphasized	Ⓥ	Ⓢ	Ⓝ
Students here do not usually socialize with one another	Ⓥ	Ⓢ	Ⓝ
Faculty are rewarded for being good teachers	Ⓥ	Ⓢ	Ⓝ

33. In how many of the undergraduate courses that you teach do you use each of the following?

(Mark one for each item)

	All	Most	Some	None
Evaluation Methods:				
Multiple-choice mid-term and/or final exams	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Essay mid-term and/or final exams	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Short-answer mid-term and/or final exams	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Quizzes	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Weekly essay assignments	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Student presentations	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Term/research papers	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Student evaluations of each others' work	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Grading on a curve	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Competency-based grading	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Instructional Techniques/Methods:				
Class discussions	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Computer or machine-aided instruction	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Cooperative learning (small groups)	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Experiential learning/Field studies	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Teaching assistants	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Recitals/Demonstrations	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Group projects	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Independent projects	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Extensive lecturing	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Multiple drafts of written work	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Readings on racial and ethnic issues	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Readings on women and gender issues	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Student-developed activities (assignments, exams, etc.)	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Student-selected topics for course content	Ⓐ	Ⓜ	Ⓢ	Ⓝ
Community service as part of coursework	Ⓐ	Ⓜ	Ⓢ	Ⓝ

34. What is the highest level of education reached by your spouse/partner and your parents?

(Mark one in each column)

	Spouse/Partner	Father	Mother
8th grade or less	Ⓢ	Ⓕ	Ⓜ
Some high school	Ⓢ	Ⓕ	Ⓜ
Completed high school	Ⓢ	Ⓕ	Ⓜ
Some college	Ⓢ	Ⓕ	Ⓜ
Graduated from college	Ⓢ	Ⓕ	Ⓜ
Attended graduate or professional school	Ⓢ	Ⓕ	Ⓜ
Attained advanced degree	Ⓢ	Ⓕ	Ⓜ
Does not apply (No spouse or partner)	Ⓢ		

DO NOT MARK IN THIS AREA

35. Please indicate your agreement with each of the following statements:

(Mark one for each item)

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Western civilization and culture should be the foundation of the undergraduate curriculum	④	③	②	①
College officials have the right to ban persons with extreme views from speaking on campus	④	③	②	①
The chief benefit of a college education is that it increases one's earning power	④	③	②	①
Promoting diversity leads to the admission of too many underprepared students	④	③	②	①
Colleges should be actively involved in solving social problems	④	③	②	①
Tenure is an outmoded concept	④	③	②	①
Colleges should encourage students to be involved in community service activities	④	③	②	①
Community service should be given weight in college admissions decisions	④	③	②	①
Tenure is essential to attract the best minds to academe	④	③	②	①
A racially/ethnically diverse student body enhances the educational experience of all students	④	③	②	①
External pressures often prevent researchers from being completely objective in the conduct of their work	④	③	②	①

36. How would you characterize your political views? (Mark one)

○ Far Left
○ Liberal
○ Middle-of-the-road
○ Conservative
○ Far Right

37. Indicate the importance to you personally of each of the following:

(Mark one for each item)

	Essential	Very Important	Somewhat Important	Not Important
Becoming an authority in my field	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Influencing the political structure	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Influencing social values	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Raising a family	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Being very well-off financially	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Helping others who are in difficulty	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Becoming involved in programs to clean up the environment	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Developing a meaningful philosophy of life	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Helping to promote racial understanding	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Obtaining recognition from my colleagues for contributions to my special field	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Integrating spirituality into my life	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Being a good colleague	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Being a good teacher	Ⓔ	Ⓥ	Ⓢ	Ⓝ
Achieving congruence between my own values and institutional values	Ⓔ	Ⓥ	Ⓢ	Ⓝ

ADDITIONAL QUESTIONS: If you received additional questions, mark answers below:

38. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
39. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
40. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
41. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
42. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
43. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
44. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
45. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
46. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
47. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
48. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
49. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
50. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
51. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
52. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
53. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
54. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
55. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
56. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
57. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ
58. Ⓐ Ⓑ Ⓒ Ⓓ Ⓔ

Please return your completed questionnaire in the postage-paid envelope to:
Higher Education Research Institute
2905 West Service Road, Eagan, MN 55121

THANK YOU!

Appendix C

The Precision of the Normative Data

Appendix C

The Precision of the Normative Data

A common question asked about sample surveys relates to the precision of the data, which is typically reported as the accuracy of a percentage "plus or minus x percentage points." This figure, which is known as a confidence interval, can be estimated for items of interest if one knows the response percentage and its standard error.

Given the large normative sample, the calculated standard error associated with any particular response percentage will be small (as will its confidence interval). It is important to note, however, that traditional methods of calculating standard error assume conditions which, as is the case with most sample survey data, do not apply here. There are also sources of error unrelated to sampling variability which should be considered in comparing data across normative groups, across related item categories, and over time. These concerns include:

1) Traditional methods of calculating standard error assume that the analytical sample was selected through simple random sampling. Given the complex, stratified design of this survey, where the normative estimates are based on responses of faculty at participating institutions, it is likely that the actual standard errors will be somewhat **larger** than the standard error estimates produced through traditional computational methods.

2) The wording of some questions in the survey instrument, the text and number of response options, and their order of presentation may be different for different faculty surveys. We have found that even small changes can produce large order and context effects. Given this, the exact wording of items on the survey instrument (which is produced as Appendix B) should be examined carefully prior to making comparisons across survey years.

Although it is impractical to report statistical indicators for every percentage in every normative group, it is important for those who are interested in estimating the precision of the data. Toward this end, Table C1 provides estimates of standard errors for norms groups of various sizes and for different percentages, while Table C2 provides confidence interval estimates.

Table C1

Estimated Standard Errors of Percentages for Groups of Various Sizes

Unweighted size of group	Percentage 1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
100	.99	2.18	3.00	3.57	4.00	4.33	4.58	4.77	4.90	4.97	4.97
250	.73	1.38	1.90	2.26	2.53	2.74	2.90	3.02	3.10	3.15	3.16
500	.44	.97	1.34	1.60	1.79	1.94	2.05	2.13	2.19	2.22	2.24
1,000	.31	.69	.95	1.13	1.26	1.37	1.45	1.51	1.55	1.57	1.58
2,000	.22	.49	.67	.80	.89	.97	1.02	1.07	1.10	1.11	1.12
3,000	.18	.40	.55	.65	.73	.79	.84	.87	.89	.91	.91
4,000	.16	.34	.47	.56	.63	.68	.72	.75	.77	.79	.79
5,000	.14	.31	.42	.50	.57	.61	.65	.67	.69	.70	.71
8,000	.11	.24	.34	.40	.45	.48	.51	.53	.55	.56	.56
10,000	.10	.22	.30	.36	.40	.43	.46	.48	.49	.50	.50
30,000	.06	.13	.17	.21	.23	.25	.26	.28	.28	.29	.29
35,000	.05	.12	.16	.19	.21	.23	.24	.25	.26	.27	.27

NOTE: Assumes simple random sampling.

Table C2

Estimated Confidence Intervals for Percentages and Normative Groups of Various Sizes

Unweighted size of group	Percentage 1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
100	2.0	4.3	5.9	7.0	7.8	8.5	9.0	9.3	9.6	9.8	9.8
250	1.2	2.7	3.7	4.4	5.0	5.4	5.7	5.9	6.1	6.2	6.2
500	.9	1.9	2.6	3.1	3.5	3.8	4.0	4.2	4.3	4.4	4.4
1,000	.6	1.4	1.9	2.2	2.5	2.7	2.8	3.0	3.0	3.1	3.1
2,000	.4	1.0	1.3	1.6	1.8	1.9	2.0	2.1	2.1	2.2	2.2
3,000	.4	.8	1.1	1.3	1.4	1.5	1.6	1.7	1.7	1.8	1.8
4,000	.3	.7	.9	1.1	1.2	1.3	1.4	1.5	1.5	1.5	1.5
5,000	.3	.6	.8	1.0	1.1	1.2	1.3	1.3	1.4	1.4	1.4
8,000	.2	.5	.7	.8	.9	.9	1.0	1.0	1.1	1.1	1.1
10,000	.2	.4	.6	.7	.8	.8	.9	.9	1.0	1.0	1.0
30,000	.1	.2	.3	.4	.5	.5	.5	.5	.6	.6	.6
35,000	.1	.2	.3	.4	.4	.5	.5	.5	.5	.5	.5

NOTE: Calculated by multiplying the estimated standard error by the critical value of *t* at the .05 probability level, or 1.96. To calculate the confidence interval at the 99% probability level the critical *t* value is 2.56.

For example, the normative data indicate that 21.9 percent of all faculty reported that they had conducted research/writing on race/ethnicity within the past two years. To obtain an estimate of the standard error[1], we would first choose the column that most closely corresponds to that percentage, or "20%".[2] Next, select the row corresponding most closely to the unweighted sample size of the comparison group to find the appropriate standard error. The last column in Table A1 shows that the unweighted number of faculty from all institutions is 32,840. Thus, with a sample size of about 35,000 and a percentage that is close to 20, the estimated standard error would be .21.

To obtain an estimate of the confidence interval at the 95% probability level, follow a similar procedure to look up the correct value in Table C2. We would again use the value in the fifth data column ("20%") in the last row, or .4. In practical terms, this confidence interval means that if we were to replicate this survey a number of times, we would expect to find that 95 times out of 100 between 21.5 percent and 22.3 percent of the faculty would report conducting research/writing on race/ethnicity within the past two years.

Determining the Significance of Differences Between Percentages

Normally, confidence intervals are used to determine if the difference between two percentages is statistically significant. As an example, let us assume that a private university surveyed 455 of its faculty and found that 30.0 percent conducted research/writing on race/ethnicity in the last two years. Is this percentage significantly higher than the 25.8 percent reported for all private universities (n = 4,138)? To determine this, one must perform the following three steps:

1) DETERMINE THE CONFIDENCE INTERVAL FOR EACH PERCENTAGE.
2) ADD THE CONFIDENCE INTERVALS TOGETHER.
3) IS THE SUM OF THE CONFIDENCE INTERVALS MORE OR LESS THAN THE DIFFERENCE? If it is more, then the difference is **not** statistically significant. If it is less, the difference **is** statistically significant.

---

[1] Calculated by $\sqrt{\frac{x\%(100-x\%)}{N}}$, where x is the percentage of interest and N is the population count from Table A1.

[2] Since the distribution of the standard errors are symmetrical around the 50 percent mid-point, for percentages over 50 simply subtract the percentage from 100 and use the result to select the appropriate column. For example, if the percentage we were interested in was 59, 100 – 59 percent yields 41, so we would use the column labeled '40%'.

Applying these steps to our example, we find:

1. Consulting Table C2, the confidence interval for the 30.0 percent figure is **4.0** (the 30% column for a sample size of 500), and the confidence interval for the 25.8 percent figure is **1.3** (the 25% column for a sample size of 4,000).
2. 4.0 + 1.3 = **5.3**
3. The sum of the confidence intervals is **larger** than the difference between the percentages (4.2), so the difference is **not** statistically significant.

Why is this so? Well, with a confidence interval of 4.0, we know that there is a 95% probability that the 30.0 figure is within the range 26.0-34.0. We also know that there is a 95% probability that the 25.8 figure is within the range 24.5-27.1. Because the ranges intersect, it is possible that the larger reported figure is actually smaller than the smaller reported figure. To be statistically significant, the figure reported for our sample university would need to be no less than 31.2 percent.

Appendix D

Participants in the HERI Faculty Surveys

Appendix D

Participants in the HERI Faculty Surveys
1989 - 2001

The following list shows the institutions participating in the five Faculty Surveys conducted since 1989. A participation status of 'P' indicates that the institution did participate, but was not included in the national normative sample. A participation status of 'N' indicates that the institution was included. An asterisk (*) indicates that the institution was included in the survey as part of a supplemental sample by the Higher Education Research Institute, and was not an active participant. The respondent pool for these schools was obtained from mailing lists provided by a direct-mail company specializing in higher education clients, and the surveys were mailed directly from the Institute.

Norms Status and Response Rate

Determination of whether or not an institution was included in the national normative sample was accomplished by comparing the number of full-time undergraduate teachers who responded to the survey to the total number of full-time faculty at that institution, according to the latest available data from the U.S. Department of Education (which generally runs behind the survey year. Thus, the counts for the 2001 survey were based on DOE data from 1999). A two-year or four-year college was included if it had surveyed at least 35 percent of its total population of full-time faculty. Because the DOE data do not distinguish between undergraduate and graduate faculty, the requirement for universities was more liberal -- at least 25 percent of the full-time faculty.

Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
Abilene Christian University	TX	Nonsectarian 4-year college	N	N	N	P	P*
Adams State College	CO	Public 4-year college	--	--	--	--	N
Adelphi University	NY	Private university	N	--	--	--	--
Adirondack Cmty College	NY	Public 2-year college	N	--	--	--	--
Agnes Scott College	GA	Other Religious 4-year college	N	N	N	N	N
Alaska Pacific University	AK	Nonsectarian 4-year college	N	--	N	--	--
Albertson College	ID	Nonsectarian 4-year college	N	N	--	--	N
Albion College	MI	Other Religious 4-year college	--	N*	--	--	N
Albright College	PA	Other Religious 4-year college	N	--	--	--	N
Alexandria Technical College	MN	Public 2-year college	--	--	--	--	N
Alfred State College	NY	Public 2-year college	N	--	N	P	N*
Alfred University (Endowed)	NY	Nonsectarian 4-year college	N	--	N	--	N
Alfred University (Statutory)	NY	Public 4-year college	P	--	--	--	--
Allan Hancock College	CA	Public 2-year college	N	--	--	--	--
Allegheny College	PA	Nonsectarian 4-year college	--	N*	--	--	P*
Allen County Cmty College	KS	Public 2-year college	--	--	--	--	N
Allentown Coll St Francis De Sales	PA	Catholic 4-year college	--	N*	--	--	P*
Alma College	MI	Other Religious 4-year college	--	--	--	N	P*
Amarillo College	TX	Public 2-year college	--	--	--	--	N
American Baptist College	TN	Other Religious 4-year college	P	--	--	--	--
American University	DC	Private university	--	N	N	N	N*
Anderson College	SC	Other Religious 4-year college	--	N	--	N	N
Anderson University	IN	Other Religious 4-year college	--	N	N	--	--
Andrew College	GA	Private 2-year college	--	N	--	N	--
Antioch University	OH	Nonsectarian 4-year college	--	N	N	N	N
Antioch University-Seattle	WA	Nonsectarian 4-year college	--	N	--	--	--
Arcadia University	PA	Other Religious 4-year college	--	--	--	--	N
Arizona State University	AZ	Public university	--	N	--	--	--
Arkansas State University	AR	Public 4-year college	--	P	--	N	--
Art Center College of Design	CA	Nonsectarian 4-year college	--	--	N	--	P
Asbury College	KY	Nonsectarian 4-year college	--	N	N	--	--
Ashland University	OH	Other Religious 4-year college	N	--	--	--	--
Atlanta College of Art	GA	Nonsectarian 4-year college	--	--	--	N	--
Atlantic Union College	MA	Other Religious 4-year college	--	--	--	P	P*
Audrey Cohen College	NY	Nonsectarian 4-year college	P	--	--	--	--
Augsburg College	MN	Other Religious 4-year college	--	--	--	N	--
Augustana College	IL	Other Religious 4-year college	N	N	N	N	N*
Augustana College	SD	Other Religious 4-year college	P	--	--	--	--
Aurora University	IL	Other Religious 4-year college	N	--	--	--	N
Austin College	TX	Other Religious 4-year college	--	N*	N	--	N
Austin Peay State University	TN	Public 4-year college	--	--	--	--	N
Azusa Pacific University	CA	Nonsectarian 4-year college	N	N	N	--	--
Babson College	MA	Nonsectarian 4-year college	--	--	N	--	--
Bacone College	OK	Private 2-year college	N	--	--	--	--
Baker University	KS	Other Religious 4-year college	--	--	--	--	N
Bard College	NY	Nonsectarian 4-year college	--	N*	--	--	P

Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
Barnard College	NY	Nonsectarian 4-year college	--	N	N	--	--
Barry University	FL	Catholic 4-year college	--	--	--	N	N
Barstow College	CA	Public 2-year college	--	--	--	--	N
Bartlesville Wesleyan College	OK	Other Religious 4-year college	--	N	--	--	--
Barton College	NC	Other Religious 4-year college	--	N	--	--	--
Barton County Cmty College	KS	Public 2-year college	--	--	--	N	--
Bates College	ME	Nonsectarian 4-year college	--	--	--	N	--
Baylor University	TX	Private university	N	N*	--	N	N*
Becker College	MA	Private 2-year college	--	--	--	--	N
Bellarmine University	KY	Catholic 4-year college	--	--	--	N	--
Belmont University	TN	Other Religious 4-year college	--	N	--	N	--
Beloit College	WI	Nonsectarian 4-year college	N	N	--	N	N
Bemidji State University	MN	Public 4-year college	--	--	--	--	N
Benedict College	SC	Other Religious 4-year college	--	--	--	--	N*
Benedictine University	IL	Catholic 4-year college	--	N*	--	--	N*
Bennett College	NC	Other Religious 4-year college	--	--	N	N	--
Bentley College	MA	Nonsectarian 4-year college	N	--	P*	N	--
Berea College	KY	Nonsectarian 4-year college	--	N*	--	--	N
Berkeley College	NJ	Private 2-year college	--	--	--	N	P
Berklee College of Music	MA	Nonsectarian 4-year college	--	--	--	--	P
Berry College	GA	Nonsectarian 4-year college	N	--	--	--	--
Bethany College	WV	Nonsectarian 4-year college	--	N	N	--	N
Bethel College	IN	Other Religious 4-year college	N	N	N	--	--
Bethel College	MN	Other Religious 4-year college	N	N	N	N	--
Bethel College	KS	Other Religious 4-year college	--	--	N	--	N
Bethune-Cookman College	FL	Nonsectarian 4-year college	--	N	--	--	N
Big Bend Cmty College	WA	Public 2-year college	--	--	N	--	--
Biola University	CA	Nonsectarian 4-year college	--	N	--	--	--
Birmingham-Southern College	AL	Other Religious 4-year college	--	N	--	--	N
Bismark State College	ND	Public 2-year college	N	--	--	--	--
Black Hills State University	SD	Public 4-year college	--	--	P	N	N
Bloomfield College	NJ	Other Religious 4-year college	--	--	N	--	--
Bloomsburg U of Pennsylvania	PA	Public 4-year college	--	N*	--	--	P*
Blue Mountain Cmty College	OR	Public 2-year college	--	--	--	--	N
Bluefield State College	WV	Public 4-year college	--	N	--	--	--
Bluffton College	OH	Other Religious 4-year college	N	N	N	--	--
Boston University	MA	Private university	--	--	N*	--	--
Bowdoin College	ME	Nonsectarian 4-year college	--	--	N	N	--
Bowling Green State University	OH	Public university	N	N	N	--	N
Bradley University	IL	Private university	--	N	--	--	--
Brandeis University	MA	Private university	--	N*	--	--	N
Brazosport College	TX	Public 2-year college	--	--	--	--	N
Brenau University	GA	Nonsectarian 4-year college	--	--	--	--	N
Brevard Cmty College	FL	Public 2-year college	N	--	--	--	--
Bridgewater College	VA	Other Religious 4-year college	N	N	--	--	N
Brigham Young U-Hawaii Campus	HI	Nonsectarian 4-year college	N	--	--	--	--
Brigham Young University	UT	Private university	N	N	--	N	--

Institution	State	Institutional Type	Participated in 2001	 1998	 1995	 1992	 1989
Broome Cmty College	NY	Public 2-year college	--	--	--	N	--
Bryn Athyn Coll of the New Church	PA	Other Religious 4-year college	--	--	--	--	N
Bryn Mawr College	PA	Nonsectarian 4-year college	N	N	N	--	P*
Bucknell University	PA	Nonsectarian 4-year college	N	N	N	--	--
Buena Vista University	IA	Other Religious 4-year college	--	N	N	--	N
Butler University	IN	Private university	N	--	N	N	--
Cabrini College	PA	Catholic 4-year college	N	--	--	--	--
Cal Poly State U-Pomona	CA	Public 4-year college	--	--	P	--	--
Caldwell College	NJ	Catholic 4-year college	--	--	--	N	--
California Baptist University	CA	Other Religious 4-year college	--	N	N	N	--
California Institute of Technology	CA	Private university	--	P*	--	--	P*
California Lutheran University	CA	Other Religious 4-year college	--	N	--	N	N
California Maritime Academy	CA	Public 4-year college	--	--	--	--	N
California State U-Bakersfield	CA	Public 4-year college	N	N	N	N	N
California State U-Dominguez Hills	CA	Public 4-year college	--	N	--	--	--
California State U-Fresno	CA	Public 4-year college	--	P	--	--	--
California State U-Fullerton	CA	Public 4-year college	N	N	--	--	--
California State U-Los Angeles	CA	Public 4-year college	--	P	P	P	N
California State U-San Bernardino	CA	Public 4-year college	--	N	--	--	--
California State U-San Marcos	CA	Public 4-year college	N	--	--	--	--
California State U-Stanislaus	CA	Public 4-year college	--	N	--	--	--
Calvin College	MI	Other Religious 4-year college	N	N	N	P	N*
Cameron University	OK	Public 4-year college	--	--	N	--	--
Canisius College	NY	Catholic 4-year college	N	N	N	N	N*
Cape Cod Cmty College	MA	Public 2-year college	--	--	--	N	--
Cardinal Stritch University	WI	Catholic 4-year college	--	--	N	--	--
Carleton College	MN	Nonsectarian 4-year college	N	N*	N	N	N*
Carlow College	PA	Catholic 4-year college	--	--	--	--	P*
Carnegie-Mellon University	PA	Private university	--	N*	--	--	P*
Carribean University	PR	Private 4-year college	--	--	--	P	--
Carroll College	WI	Other Religious 4-year college	N	N	N	--	N
Carthage College	WI	Other Religious 4-year college	--	--	--	N	--
Case Western Reserve University	OH	Private university	P*	--	N*	--	P*
Casper College	WY	Public 2-year college	N	--	--	--	--
Catawba College	NC	Other Religious 4-year college	N	--	--	--	N
Catholic University of America	DC	Private university	N	--	--	--	P*
Cayuga County Cmty College	NY	Public 2-year college	N	--	--	N	--
Cedar Crest College	PA	Other Religious 4-year college	P	N	N	--	P*
Cedarville University	OH	Other Religious 4-year college	--	N	N	--	--
Centenary College of Louisiana	LA	Other Religious 4-year college	--	--	--	--	N
Central College	IA	Other Religious 4-year college	N	--	N	--	--
Central Connecticut State U	CT	Public 4-year college	--	P	P	--	--
Central Michigan University	MI	Public 4-year college	--	--	P	--	--
Central Missouri State University	MO	Public 4-year college	--	N	N	N	N
Central Washington University	WA	Public 4-year college	N	N	N	N	N
Centralia College	WA	Public 2-year college	--	--	--	--	N

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Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
Centre College	KY	Nonsectarian 4-year college	--	N	--	--	--
Cerritos College	CA	Public 2-year college	--	--	N	--	--
Chadron State College	NE	Public 4-year college	--	--	N	N	N
Chapman University	CA	Nonsectarian 4-year college	N	N	--	--	N
Charleston Southern University	SC	Other Religious 4-year college	--	--	--	--	N
Chatham College	PA	Nonsectarian 4-year college	--	N*	--	--	N
Chowan College	NC	Other Religious 4-year college	N	--	--	--	--
Christopher Newport University	VA	Public 4-year college	N	N	N	N	--
Cincinnati Bible College & Sem	OH	Other Religious 4-year college	--	N	N	P	--
City College	NY	Public 4-year college	--	P	--	--	--
Claremont McKenna College	CA	Nonsectarian 4-year college	N	N	--	--	N*
Clark Atlanta University	GA	Other Religious 4-year college	--	--	P*	P	--
Clark State Cmty College	OH	Public 2-year college	--	--	--	--	N
Clark University	MA	Nonsectarian 4-year college	N	N*	N	--	N
Clarke College	IA	Catholic 4-year college	--	--	N	--	--
Clarkson College	NE	Nonsectarian 4-year college	--	--	N	N	--
Clarkson University	NY	Private university	N	N	N	N	--
Clearwater Christian College	FL	Nonsectarian 4-year college	--	--	--	--	N
Cleary College	MI	Nonsectarian 4-year college	--	--	--	--	N
Clemson University	SC	Public university	N	--	--	N	--
Cleveland Institute of Art	OH	Nonsectarian 4-year college	--	--	N	N	--
Cleveland Institute of Music	OH	Nonsectarian 4-year college	--	--	P	P	--
Cleveland State University	OH	Public 4-year college	--	N	P	--	N
Clinton Cmty College	NY	Public 2-year college	N	--	--	--	--
Cloud County Cmty College	KS	Public 2-year college	N*	--	N	N	N
Cmty College of Southern Nevada	NV	Public 2-year college	--	--	--	--	N
Cmty Colleges of Allegheney County	PA	Public 2-year college	--	--	P	--	--
Coastal Georgia Community College	GA	Public 2-year college	N	--	--	--	N
Coastline Cmty College	CA	Public 2-year college	--	N	--	--	--
Coe College	IA	Nonsectarian 4-year college	N	--	N	--	--
Coker College	SC	Nonsectarian 4-year college	--	--	--	N	--
Colgate University	NY	Nonsectarian 4-year college	N	N*	--	--	N
College Misericordia	PA	Catholic 4-year college	--	--	--	--	N*
College of Aeronautics	NY	Private 2-year college	P	--	--	--	--
College of Charleston	SC	Public 4-year college	N	--	--	N	--
College of Eastern Utah	UT	Public 2-year college	P*	--	N	--	N
College of Lake County	IL	Public 2-year college	P*	--	--	--	N
College of Marin	CA	Public 2-year college	--	--	--	--	P
College of Mount Saint Joseph	OH	Catholic 4-year college	--	--	--	N	--
College of Mount Saint Vincent	NY	Catholic 4-year college	--	--	N	--	P*
College of New Jersey	NJ	Public 4-year college	--	P	--	--	--
College of Notre Dame of Maryland	MD	Catholic 4-year college	N	--	--	--	--
College of Saint Benedict	MN	Catholic 4-year college	N	--	N	--	N
College of Saint Mary	NE	Catholic 4-year college	--	--	--	N	N
College of Saint Rose	NY	Catholic 4-year college	N	N	--	--	--
College of Saint Scholastica	MN	Catholic 4-year college	N	N	N	N	--
College of Santa Fe	NM	Catholic 4-year college	N	--	--	--	--

Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
College of Southern Idaho	ID	Public 2-year college	--	N	--	N	--
College of the Canyons	CA	Public 2-year college	--	--	N	--	--
College of the Holy Cross	MA	Catholic 4-year college	--	--	N	--	--
College of William and Mary	VA	Public 4-year college	P	--	--	--	--
College of Wooster	OH	Other Religious 4-year college	N	N	--	--	--
Colorado College	CO	Nonsectarian 4-year college	N	N	N	N	N*
Columbia College	IL	Nonsectarian 4-year college	--	--	N	--	--
Columbia International U	SC	Nonsectarian 4-year college	--	--	P	--	--
Columbia Union College	MD	Other Religious 4-year college	--	--	N	N	--
Columbia University	NY	Private university	P*	--	P*	--	--
Columbia-Greene Cmty College	NY	Public 2-year college	N	--	--	N	--
Columbus State University	GA	Public 4-year college	--	N	N	N	N
Conception Seminary College	MO	Catholic 4-year college	--	--	--	N	N
Concord College	WV	Public 4-year college	--	--	--	N	--
Concordia College	MI	Other Religious 4-year college	N	N	N	N	N
Concordia College	MN	Other Religious 4-year college	N	--	--	--	--
Concordia College	NY	Nonsectarian 4-year college	--	--	N	--	--
Concordia College	MN	Other Religious 4-year college	--	--	--	N	--
Concordia University	OR	Other Religious 4-year college	--	--	--	--	N
Concordia University	IL	Other Religious 4-year college	--	--	N	--	--
Concordia University	NE	Other Religious 4-year college	--	--	--	N	N
Concordia University Wisconsin	WI	Nonsectarian 4-year college	N	--	--	--	--
Connecticut College	CT	Nonsectarian 4-year college	--	--	P	--	--
Converse College	SC	Nonsectarian 4-year college	--	--	--	--	N*
Copiah-Lincoln Cmty College	MS	Public 2-year college	--	--	--	--	P
Coppin State College	MD	Public 4-year college	--	--	--	P	P
Cornell College	IA	Other Religious 4-year college	N	--	N	N	--
Cornell University	NY	Private university	N*	--	N*	--	N
Cornerstone University	MI	Other Religious 4-year college	--	N	--	--	N
Corning Cmty College	NY	Public 2-year college	N	N	--	N	--
Creighton University	NE	Private university	N	N	N	N	--
Crowder College	MO	Public 2-year college	N	--	--	--	--
Cuesta College	CA	Public 2-year college	--	--	--	--	P
Culver-Stockton College	MO	Other Religious 4-year college	--	--	N	--	--
Cumberland County College	NJ	Public 2-year college	--	--	--	--	N
Cypress College	CA	Public 2-year college	N*	--	N	--	N

Dakota State University	SD	Public 4-year college	--	--	P	N	--
Dalton State College	GA	Public 2-year college	--	--	--	--	N
Dartmouth College	NH	Nonsectarian 4-year college	--	N	--	--	--
Davenport U-Eastern Region	MI	Nonsectarian 4-year college	--	--	--	N	--
Davenport U-Western Region	MI	Private 2-year college	--	--	--	N	--
Davis and Elkins College	WV	Other Religious 4-year college	--	--	--	N	N
Daytona Beach Cmty College	FL	Public 2-year college	N	--	--	--	--
Defiance College	OH	Nonsectarian 4-year college	--	--	--	--	N
Del Mar College	TX	Public 2-year college	--	--	N	--	--
Delaware Tech & CC-Wilmington	DE	Public 2-year college	--	--	N	--	--

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Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
Denison University	OH	Nonsectarian 4-year college	N	N	N	N	N
Denmark Technical College	SC	Public 2-year college	--	--	--	--	P
DePaul University	IL	Private university	--	N	N	--	N*
DePauw University	IN	Other Religious 4-year college	N	N	N	N	N
Detroit College of Business	MI	Nonsectarian 4-year college	--	P	--	--	--
DeVry Inst of Technology	IL	Nonsectarian 4-year college	--	--	--	--	N
Dickinson College	PA	Nonsectarian 4-year college	N	N	--	--	--
Dickinson State University	ND	Public 4-year college	N	--	--	--	--
Dillard University	LA	Other Religious 4-year college	--	P	--	--	P*
Dine College	AZ	Public 2-year college	--	N	--	--	--
Divine Word College	IA	Catholic 4-year college	--	--	N	--	--
Dominican College of Blauvelt	NY	Catholic 4-year college	N	N	--	N	--
Dominican University	IL	Catholic 4-year college	N	N*	--	--	N*
Dominican University of California	CA	Catholic 4-year college	--	N	N	N	--
Dordt College	IA	Other Religious 4-year college	--	N	N	--	--
D-Q University	CA	Private 2-year college	N*	--	--	--	--
Drake University	IA	Private university	N	N*	N	--	P*
Drew University	NJ	Other Religious 4-year college	--	--	--	--	N
Drexel University	PA	Nonsectarian 4-year college	P	P	N	--	P
Drury University	MO	Nonsectarian 4-year college	N	N	N	N	N*
Dutchess Cmty College	NY	Public 2-year college	--	N	N	N	N
Dyersburg State Cmty College	TN	Public 2-year college	--	N	--	--	N
Earlham College	IN	Other Religious 4-year college	N	--	N	N	N
East Carolina University	NC	Public 4-year college	N	N	--	--	--
East Central University	OK	Public 4-year college	--	--	--	--	N
East Texas Baptist University	TX	Other Religious 4-year college	N	--	--	N	--
Eastern College	PA	Other Religious 4-year college	--	N	--	--	N
Eastern Connecticut State U	CT	Public 4-year college	--	--	N	--	--
Eastern Kentucky University	KY	Public 4-year college	--	P	--	--	--
Eastern Mennonite University	VA	Other Religious 4-year college	N	N	N	--	P*
Eastern Michigan University	MI	Public 4-year college	--	P	--	--	--
Eastern Nazarene College	MA	Other Religious 4-year college	--	N	N	--	--
Eastern New Mexico University	NM	Public 4-year college	--	--	N	--	--
Eastern New Mexico U-Roswell	NM	Public 4-year college	--	P	--	--	--
Eastern Oregon University	OR	Public 4-year college	--	--	N	--	--
Eastern Washington University	WA	Public 4-year college	P	N	--	N	N
Eckerd College	FL	Other Religious 4-year college	N	--	N	N	N
Edgewood College	WI	Catholic 4-year college	N	N	N	N	N
Edinboro U of Pennsylvania	PA	Public 4-year college	--	--	P	--	P
Edison State Cmty College	OH	Public 2-year college	--	--	--	N	--
Edward Waters College	FL	Other Religious 4-year college	--	--	--	--	N
El Paso Cmty College	TX	Public 2-year college	--	--	N	--	--
Elizabeth City State University	NC	Public 4-year college	--	P*	--	--	N*
Elizabethtown College	PA	Nonsectarian 4-year college	--	N	N	--	--
Elmhurst College	IL	Other Religious 4-year college	--	N	--	--	--
Elon University	NC	Other Religious 4-year college	N	N	--	--	--

Institution	State	Institutional Type	Participated in				
			2001	1998	1995	1992	1989
Emmanuel College	GA	Private 2-year college	--	N	--	--	--
Emory and Henry College	VA	Other Religious 4-year college	--	N	N	--	N
Emory University	GA	Private university	--	N	--	--	P*
Empire State College	NY	Public 4-year college	N	--	--	N	N
Emporia State University	KS	Public 4-year college	--	--	--	--	N
Erie Cmty College City Campus	NY	Public 2-year college	N	--	--	--	--
Erie Cmty College North (Amherst)	NY	Public 2-year college	P	--	--	N	--
Erie Cmty College South Campus	NY	Public 2-year college	N	--	--	--	--
Erskine College	SC	Other Religious 4-year college	--	N	--	N	--
Eureka College	IL	Other Religious 4-year college	--	--	--	--	N
Fairleigh Dickinson University	NJ	Nonsectarian 4-year college	--	--	--	--	N
Fairmont State College	WV	Public 4-year college	--	N	--	--	--
Felician College	NJ	Catholic 4-year college	--	--	--	--	P
Finger Lakes Cmty College	NY	Public 2-year college	N	--	--	--	--
Fisk University	TN	Nonsectarian 4-year college	P	--	--	--	--
Fitchburg State College	MA	Public 4-year college	--	--	--	P	--
Flagler College	FL	Nonsectarian 4-year college	--	--	--	P	--
Florida Atlantic University	FL	Public 4-year college	--	P	--	--	--
Florida Gulf Coast University	FL	Public 4-year college	--	P	--	--	--
Florida Memorial College	FL	Nonsectarian 4-year college	P	--	--	--	--
Florida State University	FL	Public university	N	--	N	--	--
Fontbonne College	MO	Catholic 4-year college	N	--	--	--	N
Foothill College	CA	Public 2-year college	N*	--	P	--	N
Fordham University	NY	Private university	N	N	--	P	--
Fort Hays State University	KS	Public 4-year college	N	--	--	N	P*
Fort Lewis College	CO	Public 4-year college	--	--	--	--	N
Framingham State College	MA	Public 4-year college	--	--	N	N	N
Francis Marion University	SC	Public 4-year college	--	N	N	--	--
Franklin and Marshall College	PA	Nonsectarian 4-year college	--	N	N	--	N
Franklin College of Indiana	IN	Nonsectarian 4-year college	--	N	N	--	--
Franklin Pierce College	NH	Nonsectarian 4-year college	N	--	N	--	--
Frederick Cmty College	MD	Public 2-year college	--	N	--	--	--
Free Will Baptist Bible College	TN	Other Religious 4-year college	--	--	N	N	--
Freed-Hardeman University	TN	Other Religious 4-year college	--	N	N	--	N*
Fresno Pacific University	CA	Other Religious 4-year college	N	--	--	--	--
Frostburg State University	MD	Public 4-year college	--	--	N	--	--
Fulton-Montgomery Cmty College	NY	Public 2-year college	N	--	--	N	--
Furman University	SC	Nonsectarian 4-year college	N	N	--	--	N*
Gadsden State Cmty College	AL	Public 2-year college	--	--	--	--	N
Gainesville College	GA	Public 2-year college	P*	--	N	--	N
Gallaudet University	DC	Nonsectarian 4-year college	--	--	--	--	N
Garden City Cmty College	KS	Public 2-year college	--	--	--	N	--
Garrett Cmty College	MD	Public 2-year college	--	--	--	--	N
Gateway Technical College	WI	Public 2-year college	--	--	--	--	N
Genesee Cmty College	NY	Public 2-year college	N	N	--	--	--

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			Participated in				
Institution	State	Institutional Type	2001	1998	1995	1992	1989
Geneva College	PA	Other Religious 4-year college	N	N	N	--	N
George C Wallace State Cmty Coll	AL	Public 2-year college	--	--	--	--	N
George Fox University	OR	Other Religious 4-year college	N	N	N	--	--
George Mason University	VA	Public university	--	--	P	--	--
George Washington University	DC	Private university	P	--	N	P	--
Georgetown College	KY	Other Religious 4-year college	--	--	--	N	--
Georgetown University	DC	Private university	N*	--	N	N	N
Georgia Institute of Technology	GA	Public university	--	P	--	P	P*
Georgia Southern University	GA	Public 4-year college	N	--	N	--	--
Georgia Southwestern State U	GA	Public 4-year college	N	--	--	--	--
Georgian Court College	NJ	Catholic 4-year college	--	--	N	--	--
Gettysburg College	PA	Nonsectarian 4-year college	N	P	N	--	--
Golden Gate University	CA	Nonsectarian 4-year college	--	--	--	P	--
Gonzaga University	WA	Catholic 4-year college	--	--	N*	--	N
Gordon College	MA	Nonsectarian 4-year college	--	N	N	--	N
Goshen College	IN	Other Religious 4-year college	N	N	N	--	--
Goucher College	MD	Nonsectarian 4-year college	--	N	N	--	--
Grace College and Seminary	IN	Other Religious 4-year college	--	P	--	--	--
Grand Canyon University	AZ	Other Religious 4-year college	--	N	N	--	--
Grand Valley State University	MI	Public 4-year college	N	N	N	N	N
Great Basin College	NV	Public 2-year college	N	--	--	N	--
Greensboro College	NC	Other Religious 4-year college	--	N	N	N	--
Greenville College	IL	Other Religious 4-year college	N	N	N	--	--
Grinnell College	IA	Nonsectarian 4-year college	--	N	--	--	N
Guilford College	NC	Other Religious 4-year college	N	--	N*	N	N
Guilford Technical Cmty College	NC	Public 2-year college	--	--	--	N	--
Gustavus Adolphus College	MN	Other Religious 4-year college	--	--	--	N	--
Hagerstown Community College	MD	Public 2-year college	--	--	N	N	--
Hamilton College	NY	Nonsectarian 4-year college	N	N	N	--	--
Hampden-Sydney College	VA	Other Religious 4-year college	--	--	N	--	N
Hampshire College	MA	Nonsectarian 4-year college	--	P	N	N	N
Hampton University	VA	Nonsectarian 4-year college	--	--	--	--	N
Hannibal-LaGrange College	MO	Other Religious 4-year college	N	--	N	--	--
Harold Washington College	IL	Public 2-year college	P	--	N	--	--
Harrisburg Area Cmty College	PA	Public 2-year college	--	--	--	N	--
Harry S Truman College	IL	Public 2-year college	--	--	--	P	--
Hartwick College	NY	Other Religious 4-year college	--	P	N	--	--
Harvard University	MA	Private university	--	--	P*	--	--
Harvey Mudd College	CA	Nonsectarian 4-year college	--	--	N	N	N
Haskell Indian Nations University	KS	Public 2-year college	--	N	--	--	--
Haverford College	PA	Nonsectarian 4-year college	N	--	N	--	--
Heidelberg College	OH	Other Religious 4-year college	--	N	--	--	--
Hendrix College	AR	Other Religious 4-year college	--	N	--	--	--
Heritage College	WA	Catholic 4-year college	--	--	N	--	--
Highland Cmty College	IL	Public 2-year college	N	--	--	--	--
Highline Cmty College	WA	Public 2-year college	--	N	--	--	--

Institution	State	Institutional Type	Participated in				
			2001	1998	1995	1992	1989
Hillsborough Cmty College	FL	Public 2-year college	--	--	--	--	N
Hiram College	OH	Nonsectarian 4-year college	N	N	N	N	--
Hobart and William Smith Colleges	NY	Nonsectarian 4-year college	--	--	N	--	N
Hocking Technical College	OH	Public 2-year college	--	N	N	--	--
Hofstra University	NY	Private university	--	--	--	N	--
Holy Cross College	IN	Private 2-year college	P*	--	N	--	--
Holy Family College	PA	Catholic 4-year college	N	N	--	--	--
Hood College	MD	Nonsectarian 4-year college	N	N*	--	--	N
Hope International University	CA	Other Religious 4-year college	--	N	N	--	N
Horry-Georgetown Technical College	SC	Public 2-year college	--	--	--	--	N
Houghton College	NY	Other Religious 4-year college	--	N	N	--	P*
Howard Payne University	TX	Other Religious 4-year college	--	N	N	--	--
Hudson County Cmty College	NJ	Public 2-year college	--	--	--	--	P
Hudson Valley Cmty College	NY	Public 2-year college	P	P	N	P	--
Hunter College	NY	Public 4-year college	--	P	P	--	--
Huntingdon College	AL	Other Religious 4-year college	N	--	--	--	--
Huntington College	IN	Other Religious 4-year college	--	N	--	N	N
IAU of Puerto Rico-Metropolitan	PR	Nonsectarian 4-year college	--	--	--	P	--
Idaho State University	ID	Public 4-year college	N	--	--	--	--
Illinois Central College	IL	Public 2-year college	--	--	--	--	N
Illinois College	IL	Nonsectarian 4-year college	N	N	--	N	--
Illinois State University	IL	Public 4-year college	--	--	N	--	N
Illinois Wesleyan University	IL	Nonsectarian 4-year college	N	N	N	--	--
Imperial Valley College	CA	Public 2-year college	--	--	--	N	--
Indiana U of Pennsylvania	PA	Public 4-year college	N*	--	P*	--	N*
Indiana University Bloomington	IN	Public university	--	--	N*	--	N
Indiana University Northwest	IN	Public university	--	--	N	--	--
Indiana University Southeast	IN	Public 4-year college	--	N	N	N	N
Indiana University-South Bend	IN	Public 4-year college	--	N	--	--	--
Indiana U-Purdue U-Fort Wayne	IN	Public 4-year college	N	--	--	--	--
International Bible College	AL	Other Religious 4-year college	--	N	--	--	--
Iona College	NY	Catholic 4-year college	--	--	N	--	--
Iowa State University	IA	Public university	--	N*	--	--	N*
Iowa Wesleyan College	IA	Other Religious 4-year college	N	--	--	--	N
Iowa Western Cmty College	IA	Public 2-year college	N	--	N	--	--
Itasca Cmty College	MN	Public 2-year college	--	--	--	--	N
Ithaca College	NY	Nonsectarian 4-year college	--	--	--	--	N
Ivy Tech State College-Muncie	IN	Public 2-year college	--	--	--	N	--
Jackson Cmty College	MI	Public 2-year college	--	--	--	--	N
Jackson State Cmty College	TN	Public 2-year college	--	--	N	N	--
Jacksonville University	FL	Nonsectarian 4-year college	N	--	--	--	--
James Madison University	VA	Public 4-year college	--	--	N	--	--
Jamestown Cmty College	NY	Public 2-year college	N	--	N	--	--
Jefferson Cmty College	NY	Public 2-year college	N	--	--	N	--
Jefferson Community College	OH	Public 2-year college	--	--	N	--	--

Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
Jewish Theological Sem of America	NY	Other Religious 4-year college	--	--	--	P	--
John B Stetson University	FL	Other Religious 4-year college	N	N*	--	N	N*
John Brown University	AR	Nonsectarian 4-year college	N	N	--	N	P*
Johns Hopkins University	MD	Private university	--	N*	P*	--	N
Johnson C Smith University	NC	Other Religious 4-year college	--	--	--	--	P*
Joliet Junior College	IL	Public 2-year college	--	--	N	P	--
Juniata College	PA	Nonsectarian 4-year college	N	N	N	N	N
Kalamazoo College	MI	Nonsectarian 4-year college	--	--	--	--	N
Kankakee Cmty College	IL	Public 2-year college	--	--	--	--	N
Kansas City Kansas Cmty College	KS	Public 2-year college	--	--	--	N	N
Kauai Cmty College	HI	Public 2-year college	N*	--	N	--	N
Kean University	NJ	Public 4-year college	N	N	--	--	--
Keene State College	NH	Public 4-year college	--	N*	--	--	--
Keiser College	FL	Private 2-year college	--	--	--	N	--
Kendall College of Art and Design	MI	Nonsectarian 4-year college	--	--	--	--	N
Kent State U-Ashtabula	OH	Public 2-year college	--	--	--	--	N
Kentucky State University	KY	Public 4-year college	--	--	--	--	N
Kenyon College	OH	Nonsectarian 4-year college	--	--	--	N	--
Kettering College of Medical Arts	OH	Private 2-year college	--	--	--	N	--
Keuka College	NY	Nonsectarian 4-year college	--	--	N	--	N
King College	TN	Other Religious 4-year college	--	--	--	N	--
King's College	PA	Nonsectarian 4-year college	N	N*	--	N	N
Kirtland Cmty College	MI	Public 2-year college	--	N	N	N	N
Knox College	IL	Nonsectarian 4-year college	--	N	N	N	N
La Guardia Cmty College	NY	Public 2-year college	--	--	P	--	--
Lafayette College	PA	Nonsectarian 4-year college	--	--	N*	--	N
LaGrange College	GA	Other Religious 4-year college	N	--	N	--	--
Lake Erie College	OH	Nonsectarian 4-year college	--	--	--	--	N
Lake Forest College	IL	Other Religious 4-year college	N	N	N	--	--
Lake Michigan College	MI	Public 2-year college	--	--	--	--	N
Lake Region State College	ND	Public 2-year college	N	--	--	--	--
Lakeland College	WI	Other Religious 4-year college	--	--	--	N	--
Lane Cmty College	OR	Public 2-year college	--	N	--	--	--
Lane College	TN	Other Religious 4-year college	--	--	--	--	N
Lawrence Technological University	MI	Nonsectarian 4-year college	--	--	--	P	--
Lawrence University	WI	Nonsectarian 4-year college	--	--	N	--	--
Lawson State Cmty College	AL	Public 2-year college	--	--	--	--	N
Le Moyne College	NY	Catholic 4-year college	--	N*	--	--	N*
Lebanon Valley College	PA	Other Religious 4-year college	N	--	N	N	N
Lee University	TN	Other Religious 4-year college	--	N	N	--	N
Leeward Cmty College	HI	Public 2-year college	--	--	--	--	N
Lehigh Carbon Cmty College	PA	Public 2-year college	--	N	N	--	--
Lehigh University	PA	Private university	--	N	--	--	--
Lesley University	MA	Nonsectarian 4-year college	--	N	P	--	--
LeTourneau University	TX	Nonsectarian 4-year college	--	N	N	--	--

			Participated in				
Institution	State	Institutional Type	2001	1998	1995	1992	1989
Lewis and Clark College	OR	Nonsectarian 4-year college	--	--	P*	P	--
Lewis College of Business	MI	Private 2-year college	--	--	N*	--	--
Lewis University	IL	Nonsectarian 4-year college	--	N	N	--	--
Lewis-Clark State College	ID	Public 4-year college	--	--	--	--	N
LIFE University	GA	Nonsectarian 4-year college	--	N	--	--	--
Lincoln Memorial University	TN	Nonsectarian 4-year college	--	--	--	--	N
Lincoln University	PA	Nonsectarian 4-year college	--	P*	--	--	P
Lincoln University	MO	Public 4-year college	--	--	--	N	N*
Lindsey Wilson College	KY	Nonsectarian 4-year college	N	N	N	--	N
Linfield College	OR	Other Religious 4-year college	--	N	N	--	N
Lipscomb University	TN	Other Religious 4-year college	--	--	--	N	--
Lock Haven U of Pennsylvania	PA	Public 4-year college	--	--	P	N	--
Longwood College	VA	Public 4-year college	N	N	N	N	N
Lord Fairfax Cmty College	VA	Public 2-year college	--	--	--	N	--
Los Angeles Trade-Tech College	CA	Public 2-year college	--	--	--	--	N
Louisiana College	LA	Other Religious 4-year college	--	N	--	--	N*
Louisiana State U and A&M Coll	LA	Public university	--	--	P	--	--
Louisiana State U-Eunice	LA	Public 2-year college	--	--	--	N	--
Loyola College in Maryland	MD	Catholic 4-year college	--	--	--	--	P*
Loyola Marymount University	CA	Private university	N	N	N	N	--
Loyola University of Chicago	IL	Private university	--	N*	--	--	P*
Loyola University-New Orleans	LA	Private university	--	N*	--	--	--
Luther College	IA	Other Religious 4-year college	--	N	--	--	--
Lycoming College	PA	Other Religious 4-year college	N	N	N	N	--
Lynchburg College	VA	Nonsectarian 4-year college	N	--	--	--	--
Lynn University	FL	Nonsectarian 4-year college	--	--	--	--	N
Lyon College	AR	Other Religious 4-year college	N	N*	--	--	N
Macalester College	MN	Nonsectarian 4-year college	--	N	--	--	--
MacMurray College	IL	Other Religious 4-year college	--	--	--	--	N
Madison Area Technical College	WI	Public 2-year college	--	--	--	--	N
Madonna University	MI	Catholic 4-year college	N	N	N	N	--
Malone College	OH	Other Religious 4-year college	N	N	N	N	N
Manchester College	IN	Other Religious 4-year college	N	N	--	--	--
Manhattan College	NY	Catholic 4-year college	--	--	--	N	--
Mansfield U of Pennsylvania	PA	Public 4-year college	--	N	--	--	--
Marian College	IN	Catholic 4-year college	--	--	--	--	N
Marietta College	OH	Nonsectarian 4-year college	--	N	N	--	P*
Marist College	NY	Nonsectarian 4-year college	N	--	--	--	--
Maritime College	NY	Public 4-year college	P	--	--	N	N
Marquette University	WI	Private university	--	N*	--	N	N*
Marshalltown Cmty College	IA	Public 2-year college	--	--	N	--	--
Martin Luther College	MN	Other Religious 4-year college	--	N	P	--	N
Marymount Manhattan College	NY	Nonsectarian 4-year college	N	--	--	--	--
Marywood University	PA	Catholic 4-year college	N	--	N	--	N
Mass Col of Pharmacy & Hlth Sci	MA	Nonsectarian 4-year college	P	--	--	--	--
Massachusetts Coll of Liberal Arts	MA	Public 4-year college	--	--	--	N	--

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Institution	State	Institutional Type	Participated in				
			2001	1998	1995	1992	1989
Massachusetts Inst of Technology	MA	Private university	P	P	P	--	--
Master's College	CA	Other Religious 4-year college	--	N	N	N	--
Mayville State University	ND	Public 4-year college	N	--	--	--	--
McHenry County College	IL	Public 2-year college	N*	--	N	--	N
McKendree College	IL	Other Religious 4-year college	--	--	N	--	--
McPherson College	KS	Other Religious 4-year college	N	N	N	--	--
Medaille College	NY	Nonsectarian 4-year college	N	--	--	--	--
Medgar Evers College	NY	Public 4-year college	P	--	--	--	--
Menlo College	CA	Nonsectarian 4-year college	--	--	--	N	--
Merced College	CA	Public 2-year college	--	--	--	--	N
Mercer County Cmty College	NJ	Public 2-year college	--	N	N	--	--
Mercy College	NY	Nonsectarian 4-year college	--	--	--	N	P
Mercyhurst College	PA	Catholic 4-year college	N	N	--	--	N*
Meredith College	NC	Other Religious 4-year college	N	--	--	--	--
Meridian Cmty College	MS	Public 2-year college	--	--	--	--	N
Merrimack College	MA	Catholic 4-year college	--	--	--	N	--
Messiah College	PA	Other Religious 4-year college	--	N	N	--	N
Metropolitan Cmty College	NE	Public 2-year college	--	--	N	N	--
Miami University	OH	Public university	N	N	N	--	--
Miami University-Hamilton	OH	Public 2-year college	--	N	N	--	--
Michigan State University	MI	Public university	P	--	P	P	--
Michigan Technological University	MI	Public 4-year college	--	--	--	--	N
Mid Michigan Cmty College	MI	Public 2-year college	N*	--	N	--	N
Middle Tennessee State University	TN	Public 4-year college	N	N	--	--	--
Middlebury College	VT	Nonsectarian 4-year college	--	P	--	--	--
Middlesex County College	NJ	Public 2-year college	--	--	--	--	N
Middletown Campus	OH	Public 2-year college	--	N	--	--	--
Mid-Plains Cmty College	NE	Public 2-year college	--	--	N	N	--
Mid-Plains Cmty College	NE	Public 2-year college	--	N	--	--	N
Millersville U of Pennsylvania	PA	Public 4-year college	--	--	--	--	N*
Milligan College	TN	Nonsectarian 4-year college	--	N*	--	--	P*
Millikin University	IL	Other Religious 4-year college	N	--	--	--	--
Mills College	CA	Nonsectarian 4-year college	--	--	--	N	--
Minneapolis Coll of Art and Design	MN	Nonsectarian 4-year college	--	--	--	N	--
Minot State University	ND	Public 4-year college	N	--	--	--	--
Minot State University-Bottineau	ND	Public 2-year college	P	--	--	--	--
Mississippi College	MS	Other Religious 4-year college	--	N	N	--	N*
Missouri Western State College	MO	Public 4-year college	--	N	--	--	--
Mohave Cmty College	AZ	Public 2-year college	--	--	--	N	--
Molloy College	NY	Catholic 4-year college	N	--	--	--	--
Monmouth University	NJ	Nonsectarian 4-year college	--	--	--	N	N*
Monroe Cmty College	NY	Public 2-year college	N	--	N	N	--
Montana State University	MT	Public university	--	--	--	--	P*
Montana Tech of the U of Montana	MT	Public 4-year college	--	--	--	--	N
Montay College	IL	Private 2-year college	--	--	--	--	N
Montclair State University	NJ	Public 4-year college	N	--	P	--	--
Montreat College	NC	Other Religious 4-year college	--	N	N	N	--

Institution	State	Institutional Type	Participated in				
			2001	1998	1995	1992	1989
Moorhead State University	MN	Public 4-year college	--	N	--	--	--
Moorpark College	CA	Public 2-year college	N*	--	N	--	N
Moraine Valley Cmty College	IL	Public 2-year college	N*	--	N	--	N
Moravian College	PA	Other Religious 4-year college	N	--	--	--	N
Morehead State University	KY	Public 4-year college	--	--	N	--	N
Morehouse College	GA	Nonsectarian 4-year college	--	P*	--	P	P*
Morgan Cmty College	CO	Public 2-year college	--	--	--	--	N
Morgan State University	MD	Public 4-year college	P	--	--	--	--
Morris Brown College	GA	Other Religious 4-year college	--	--	P	--	--
Mount Aloysius College	PA	Catholic 4-year college	N	N	--	N	--
Mount Holyoke College	MA	Nonsectarian 4-year college	--	--	--	N	--
Mount Mary College	WI	Catholic 4-year college	--	--	N	--	N*
Mount Saint Mary College	NY	Nonsectarian 4-year college	--	--	N	N	--
Mount Saint Mary's College	CA	Catholic 4-year college	N	N*	N*	--	N
Mount Saint Mary's College	MD	Catholic 4-year college	N	N	--	--	--
Mount Union College	OH	Other Religious 4-year college	N	--	--	--	--
Mount Vernon Nazarene College	OH	Other Religious 4-year college	--	N	--	N	--
Mount Wachusetts Cmty College	MA	Public 2-year college	--	--	--	N	--
Muhlenberg College	PA	Other Religious 4-year college	--	--	--	N	--
Napa Valley College	CA	Public 2-year college	N	--	--	--	--
Nassau Cmty College	NY	Public 2-year college	P	N	--	--	--
National American University	SD	Nonsectarian 4-year college	--	--	--	--	N
National-Louis University	IL	Nonsectarian 4-year college	N	--	--	--	--
Naugatuck Valley Cmty-Tech College	CT	Public 2-year college	--	--	--	--	N
Navarro College	TX	Public 2-year college	--	--	--	N	--
Nazarene Bible College	CO	Private 2-year college	N	--	--	--	--
Nazareth College of Rochester	NY	Nonsectarian 4-year college	N	N	--	--	--
Nebraska Wesleyan University	NE	Nonsectarian 4-year college	N	--	N	N	--
Neumann College	PA	Nonsectarian 4-year college	--	N	N	N	--
New Mexico Junior College	NM	Public 2-year college	--	--	--	--	N
New Mexico State U-Alamogordo	NM	Public 2-year college	N	--	N	--	--
New York University	NY	Private university	--	--	P*	--	--
Niagara County Cmty College	NY	Public 2-year college	N	--	--	N	--
Niagara University	NY	Catholic 4-year college	N	P	N	--	--
Nicolet Area Technical College	WI	Public 2-year college	--	--	N	--	--
North Arkansas College	AR	Public 2-year college	--	N	--	--	N
North Carolina A & T State U	NC	Public 4-year college	--	P	--	--	N
North Carolina State University	NC	Public university	--	--	N	--	--
North Carolina Wesleyan College	NC	Other Religious 4-year college	--	N	N	--	--
North Central Michigan College	MI	Public 2-year college	--	--	--	--	N
North Country Cmty College	NY	Public 2-year college	N	--	--	--	--
North Dakota State Coll of Science	ND	Public 2-year college	N	--	--	--	--
North Dakota State University	ND	Public university	N	--	--	--	N
North Dakota State University Syst	ND	Public university	--	P	--	--	--
North Georgia College & State U	GA	Public 4-year college	N	N	N	--	--
North Greenville College	SC	Other Religious 4-year college	N	--	--	--	--
North Harris College	TX	Public 2-year college	--	--	--	--	N

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			Participated in				
Institution	State	Institutional Type	2001	1998	1995	1992	1989
North Park University	IL	Other Religious 4-year college	--	N	--	--	N
North Seattle Cmty College	WA	Public 2-year college	--	--	--	N	--
Northampton County Area Cmty Coll	PA	Public 2-year college	--	P	N	N	N
Northeast State Tech Cmty College	TN	Public 2-year college	N	--	--	--	--
Northeast Texas Cmty College	TX	Public 2-year college	N	--	N	--	--
Northeastern Illinois University	IL	Public 4-year college	N	--	--	--	--
Northeastern Oklahoma A&M College	OK	Public 2-year college	--	--	N	--	--
Northeastern State University	OK	Public 4-year college	--	N*	--	--	P*
Northeastern University	MA	Private university	--	N	N*	N	N
Northern Arizona University	AZ	Public 4-year college	N	--	--	--	N
Northern Illinois University	IL	Public university	N	N	N	N	N*
Northern State University	SD	Public 4-year college	--	--	P	N	--
Northland College	WI	Nonsectarian 4-year college	N	N	--	--	N
Northwest Christian College	OR	Other Religious 4-year college	N	N	N	--	--
Northwest College	WA	Other Religious 4-year college	--	N	--	N	--
Northwest Mississippi Cmty College	MS	Public 2-year college	--	--	--	--	P
Northwest Missouri State U	MO	Public 4-year college	--	N*	--	--	P*
Northwest Nazarene University	ID	Other Religious 4-year college	--	N	N	--	--
Northwestern College	MN	Nonsectarian 4-year college	--	N	N	--	--
Northwestern College	IA	Other Religious 4-year college	--	--	--	N	N
Northwestern University	IL	Private university	--	--	P*	P	P*
Norwalk Cmty College	CT	Public 2-year college	--	--	--	--	N
Notre Dame College	NH	Catholic 4-year college	--	--	--	--	P*
Notre Dame de Namur University	CA	Catholic 4-year college	--	P	N	--	--
Nova Southeastern University	FL	Nonsectarian 4-year college	--	--	N	--	--
NY State College of Ceramics	NY	Public 4-year college	--	--	--	P	--
Nyack College	NY	Other Religious 4-year college	--	--	--	--	N
Oakland Cmty College-Orchard Ridge	MI	Public 2-year college	--	--	--	--	N
Oakland University	MI	Public 4-year college	--	N*	--	--	P*
Oakton Cmty College	IL	Public 2-year college	--	N	--	--	--
Oakwood College	AL	Other Religious 4-year college	--	--	--	--	N
Oberlin College	OH	Nonsectarian 4-year college	--	--	N	--	--
Occidental College	CA	Nonsectarian 4-year college	P	N	N	N	N
Ocean County College	NJ	Public 2-year college	N	--	--	N	--
Oglethorpe University	GA	Nonsectarian 4-year college	--	N	--	--	--
Ohio Dominican College	OH	Catholic 4-year college	--	N	N	N	--
Ohio Northern University	OH	Other Religious 4-year college	N	--	--	--	--
Ohio State University	OH	Public university	N	N	P*	--	P*
Ohio State University-Marion	OH	Public 4-year college	--	--	--	--	N
Ohio University-Belmont	OH	Public 2-year college	--	--	--	--	N
Ohio Wesleyan University	OH	Other Religious 4-year college	--	--	N*	--	N
Oklahoma Baptist University	OK	Other Religious 4-year college	--	--	--	--	N
Oklahoma State U	OK	Public university	--	--	--	--	P
Olivet College	MI	Nonsectarian 4-year college	--	N	--	--	--
Olivet Nazarene University	IL	Other Religious 4-year college	--	N	--	--	--
Olympic College	WA	Public 2-year college	--	--	--	--	N

Institution	State	Institutional Type	Participated in				
			2001	1998	1995	1992	1989
Onondaga Cmty College	NY	Public 2-year college	N	--	N	N	--
Oral Roberts University	OK	Nonsectarian 4-year college	N	N	--	--	--
Orange County Cmty College	NY	Public 2-year college	N	--	--	N	--
Oregon State University	OR	Public university	--	--	--	--	N
Ottawa University	KS	Other Religious 4-year college	--	--	N	--	--
Otterbein College	OH	Other Religious 4-year college	--	--	--	N	P
Ouachita Baptist University	AR	Other Religious 4-year college	--	--	N	--	--
Our Lady of the Holy Cross College	LA	Nonsectarian 4-year college	N	--	--	--	P
Our Lady of the Lake College	LA	Catholic 4-year college	--	N	--	--	--
Our Lady of the Lake University	TX	Catholic 4-year college	--	N*	N	--	N
Owensboro Cmty College	KY	Public 2-year college	--	--	P	--	--
Ozarks Technical Cmty College	MO	Public 2-year college	--	N	--	--	--

Pace University	NY	Nonsectarian 4-year college	--	--	--	P	P
Pacific Lutheran University	WA	Other Religious 4-year college	--	--	N	N	--
Pacific Union College	CA	Other Religious 4-year college	--	N	--	--	N
Pacific University	OR	Nonsectarian 4-year college	--	--	N	--	--
Paine College	GA	Other Religious 4-year college	--	--	--	--	N
Palm Beach Atlantic College	FL	Other Religious 4-year college	--	N	N	--	--
Panola College	TX	Public 2-year college	--	--	N	--	--
Parkland College	IL	Public 2-year college	--	--	--	--	N
Peace College	NC	Private 2-year college	--	--	--	N	--
Penn State Erie	PA	Public 4-year college	--	--	N	--	--
Penn State U-Mont Alto	PA	Public 2-year college	--	--	--	--	N
Pensacola Junior College	FL	Public 2-year college	--	--	--	--	N
Pepperdine University	CA	Nonsectarian 4-year college	N	N	N	--	N
Peralta Cmty College District	CA	Public 2-year college	--	--	P	--	--
Peru State College	NE	Public 4-year college	--	--	--	--	N
Phila College of Performing Arts	PA	Nonsectarian 4-year college	--	--	--	--	N
Philadelphia Biblical University	PA	Nonsectarian 4-year college	--	--	--	N	--
Philadelphia University	PA	Nonsectarian 4-year college	--	--	--	P	--
Philander Smith College	AR	Other Religious 4-year college	--	--	--	--	P
Piedmont Cmty College	NC	Public 2-year college	--	--	--	--	N
Piedmont Virginia Cmty College	VA	Public 2-year college	--	--	N	--	--
Pikes Peak Cmty College	CO	Public 2-year college	--	--	P	--	--
Pima County Cmty College District	AZ	Public 2-year college	N	P	--	--	--
Pima County Cmty College District	AZ	Public 2-year college	--	--	N	--	--
Pitzer College	CA	Nonsectarian 4-year college	--	N	--	N	N
Point Loma Nazarene University	CA	Other Religious 4-year college	N	N	N	N	N
Point Park College	PA	Nonsectarian 4-year college	--	P	--	N	--
Polytechnic University	NY	Nonsectarian 4-year college	--	N	P	--	--
Pomona College	CA	Nonsectarian 4-year college	N	N	N	--	--
Portland State University	OR	Public 4-year college	N	--	--	--	--
Presbyterian College	SC	Other Religious 4-year college	N	N	--	N	N
Princeton University	NJ	Private university	--	N*	--	--	P
Pueblo Cmty College	CO	Public 2-year college	--	--	--	--	N
Purdue University-Calumet	IN	Public 4-year college	N	--	--	--	--

			Participated in				
Institution	State	Institutional Type	2001	1998	1995	1992	1989
Purdue University-North Central	IN	Public 2-year college	N*	--	N	--	N
Rainy River Cmty College	MN	Public 2-year college	--	--	--	--	N
Ramapo College of New Jersey	NJ	Public 4-year college	--	N	--	--	N
Randolph-Macon College	VA	Other Religious 4-year college	--	N	--	--	--
Randolph-Macon Woman's College	VA	Other Religious 4-year college	N	N	N	--	--
Red Rocks Cmty College	CO	Public 2-year college	--	--	--	--	N
Regis College	MA	Nonsectarian 4-year college	--	N	N	--	--
Rend Lake College	IL	Public 2-year college	--	--	N	--	--
Rhode Island College	RI	Public 4-year college	--	--	N	--	N
Rhodes College	TN	Other Religious 4-year college	N	--	N	--	N
Rice University	TX	Private university	N	N	N	--	--
Richard Stockton State College	NJ	Public 4-year college	N	--	--	--	N
Richland Cmty College	IL	Public 2-year college	--	--	--	N	--
Richland College	TX	Public 2-year college	--	--	--	--	N
Rider University	NJ	Nonsectarian 4-year college	--	--	N	--	--
Ridgewater College-Willmar	MN	Public 2-year college	--	--	--	N	--
Ripon College	WI	Nonsectarian 4-year college	--	--	N	--	N
Riverside Cmty College	CA	Public 2-year college	--	N	--	--	--
Roanoke College	VA	Other Religious 4-year college	N	--	--	--	N
Robert Morris College	IL	Nonsectarian 4-year college	--	--	N	--	--
Roberts Wesleyan College	NY	Other Religious 4-year college	--	N	N	--	--
Rochester Institute of Technology	NY	Nonsectarian 4-year college	--	P*	N	N	P*
Rockford College	IL	Nonsectarian 4-year college	--	--	--	N	N
Rockland Cmty College	NY	Public 2-year college	N	--	--	--	--
Rollins College	FL	Nonsectarian 4-year college	N	--	N	N	N
Roosevelt University	IL	Nonsectarian 4-year college	N	--	--	--	--
Rowan University	NJ	Public 4-year college	N	--	--	--	--
Rowan-Cabarrus Cmty College	NC	Public 2-year college	--	--	--	N	--
Roxbury Cmty College	MA	Public 2-year college	--	--	P	--	--
Rutgers University-New Brunswick	NJ	Public university	P*	--	N*	--	N
Sacred Heart University	CT	Catholic 4-year college	--	--	--	N	N
Saginaw Valley State University	MI	Public 4-year college	--	--	--	--	P
Saint Ambrose University	IA	Catholic 4-year college	--	--	N	N	--
Saint Andrews Presbyterian College	NC	Other Religious 4-year college	--	P*	--	--	N
Saint Anselm College	NH	Catholic 4-year college	N	--	--	--	--
Saint Bonaventure University	NY	Catholic 4-year college	--	N	N	--	--
Saint Charles County Cmty College	MO	Private 2-year college	N	N	--	--	--
Saint Edward's University	TX	Catholic 4-year college	--	--	N*	N	N
Saint Francis College	NY	Catholic 4-year college	--	N	--	--	--
Saint John Fisher College	NY	Catholic 4-year college	N	N	N	N	N
Saint John's University	NY	Private university	N	N	--	--	--
Saint John's University	MN	Catholic 4-year college	--	N*	--	--	P*
Saint Joseph's College	IN	Catholic 4-year college	--	N*	--	--	N
Saint Joseph's College	ME	Catholic 4-year college	--	--	N	--	--
Saint Joseph's University	PA	Catholic 4-year college	--	--	N*	N	--

			Participated in				
Institution	State	Institutional Type	2001	1998	1995	1992	1989
Saint Lawrence University	NY	Nonsectarian 4-year college	N	N	--	--	P*
Saint Leo University	FL	Catholic 4-year college	--	--	--	--	N
Saint Mary College	KS	Catholic 4-year college	--	--	--	N	N
Saint Mary-of-the-Woods College	IN	Catholic 4-year college	--	--	--	N	N
Saint Mary's College	IN	Catholic 4-year college	N	N*	P	--	N*
Saint Mary's College	NC	Private 2-year college	--	--	P	--	--
Saint Mary's College of California	CA	Catholic 4-year college	P	P	N	--	--
Saint Mary's U of Minnesota	MN	Catholic 4-year college	--	N	N	--	N
Saint Mary's University	TX	Catholic 4-year college	--	N	--	--	N
Saint Michael's College	VT	Catholic 4-year college	--	--	--	--	N
Saint Norbert College	WI	Catholic 4-year college	--	N	--	N	N
Saint Olaf College	MN	Other Religious 4-year college	N	N	--	--	--
Saint Paul's College	VA	Other Religious 4-year college	--	--	--	N	--
Saint Peter's College	NJ	Catholic 4-year college	--	N	N	N	--
Saint Philip's College	TX	Public 2-year college	--	--	--	--	N
Saint Thomas University	FL	Catholic 4-year college	--	N	--	--	--
Saint Xavier College	IL	Catholic 4-year college	N	--	--	--	--
Salisbury University	MD	Public 4-year college	N	--	--	--	--
Salve Regina University	RI	Catholic 4-year college	N	--	--	--	--
Sam Houston State University	TX	Public 4-year college	--	--	--	N	--
San Jose State University	CA	Public 4-year college	N	--	P	--	N
Santa Clara University	CA	Private university	N	--	N	N	P*
Sarah Lawrence College	NY	Nonsectarian 4-year college	N	N	--	--	N
Savannah State University	GA	Public 4-year college	--	--	N	--	--
Schenectady County Cmty College	NY	Public 2-year college	N	--	--	N	--
Schreiner University	TX	Other Religious 4-year college	N	N	N	--	--
Scripps College	CA	Nonsectarian 4-year college	N	N	N	--	--
Seattle Pacific University	WA	Other Religious 4-year college	N	--	--	--	--
Seattle University	WA	Catholic 4-year college	--	--	N	--	N*
Seton Hall University	NJ	Private university	N	--	--	--	--
Seton Hill College	PA	Catholic 4-year college	--	--	--	P	N
Shawnee State University	OH	Public 2-year college	--	--	N	--	--
Shelby State Community College	TN	Public 2-year college	--	--	N	--	--
Shepherd College	WV	Public 4-year college	--	--	--	N	--
Shimer College	IL	Nonsectarian 4-year college	--	--	--	--	N
Shippensburg U of Pennsylvania	PA	Public 4-year college	--	--	N	N	N*
Shorter College	GA	Other Religious 4-year college	N	N	N	N	--
Siena College	NY	Nonsectarian 4-year college	--	--	N	--	N
Simmons College	MA	Nonsectarian 4-year college	--	--	P	--	N
Simpson College	CA	Other Religious 4-year college	--	--	N	--	--
Sinclair Cmty College	OH	Public 2-year college	--	--	--	--	N
Skagit Valley College	WA	Public 2-year college	--	--	--	--	N
Skidmore College	NY	Nonsectarian 4-year college	--	N*	N	N	P*
Skyline College	CA	Public 2-year college	--	N	--	--	--
Slippery Rock U of Pennsylvania	PA	Public 4-year college	N	--	N	N	--
Smith College	MA	Nonsectarian 4-year college	N	N	N	N	N
South Dakota Schl of Mines & Tech	SD	Public 4-year college	--	--	P	N	--

Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
South Dakota State University	SD	Public university	N	N	P	N	--
South Florida Cmty College	FL	Public 2-year college	--	--	--	N	N
South Suburban Coll of Cook County	IL	Public 2-year college	--	--	--	--	P
Southeast Missouri State U	MO	Public 4-year college	--	N	N	N	--
Southeastern Louisiana University	LA	Public 4-year college	--	--	--	N	--
Southeastern University	DC	Public 4-year college	N	--	--	--	--
Southern Arkansas U	AR	Public 4-year college	--	--	N	--	N
Southern Connecticut State U	CT	Public 4-year college	N*	--	N	--	--
Southern Illinois U-Carbondale	IL	Public university	--	N	--	--	--
Southern Illinois U-Edwardsville	IL	Public 4-year college	N	N	N	N	N*
Southern Methodist University	TX	Private university	--	--	N	--	--
Southern Nazarene University	OK	Other Religious 4-year college	--	N	N	--	--
Southern University-New Orleans	LA	Public 4-year college	--	--	--	N	--
Southern Utah University	UT	Public 4-year college	--	--	--	N	--
Southern Wesleyan University	SC	Other Religious 4-year college	--	N	N	--	--
Southwest Missouri State U	MO	Public 4-year college	N	N	--	--	--
Southwest State University	MN	Public 4-year college	--	--	--	--	P
Southwest Texas State University	TX	Public 4-year college	--	--	--	N	--
Southwestern College	CA	Public 2-year college	--	--	--	--	N
Southwestern Oklahoma State U	OK	Public 4-year college	--	--	--	N	--
Southwestern University	TX	Other Religious 4-year college	--	--	--	N	N
Spartanburg Methodist College	SC	Private 2-year college	P*	--	--	N	--
Spelman College	GA	Nonsectarian 4-year college	P	N*	--	--	N
Spring Arbor College	MI	Other Religious 4-year college	N	N	N	--	N*
Springfield College	MA	Nonsectarian 4-year college	--	--	N	--	--
Springfield Technical Cmty College	MA	Public 2-year college	--	N	--	--	N
St Louis College of Pharmacy	MO	Nonsectarian 4-year college	--	--	--	N	N
Stanford University	CA	Private university	--	N*	P*	--	P*
State University of West Georgia	GA	Public 4-year college	--	N	--	--	N
Stephen F Austin State University	TX	Public 4-year college	--	N	N	--	--
Stephens College	MO	Nonsectarian 4-year college	--	N*	--	--	N
Sterling College	KS	Other Religious 4-year college	N	N	N	--	--
Stevens Institute of Technology	NJ	Nonsectarian 4-year college	--	--	P	--	--
Stillman College	AL	Other Religious 4-year college	--	--	--	--	N
Stonehill College	MA	Catholic 4-year college	N	--	--	--	--
Suffolk Cmty College-Ammerman	NY	Public 2-year college	P	--	--	--	--
Suffolk Cmty College-Western	NY	Public 2-year college	P	--	--	--	--
Suffolk County Cmty Coll-Eastern	NY	Public 2-year college	P	--	--	--	--
Suffolk University	MA	Nonsectarian 4-year college	--	--	--	--	P*
Sullivan County Cmty College	NY	Public 2-year college	N	N	--	N	--
SUNY A & T College-Cobleskill	NY	Public 4-year college	N	P	N	N	N*
SUNY A & T College-Morrisville	NY	Public 2-year college	N	--	--	N	--
SUNY Coll of Technology-Canton	NY	Public 2-year college	N	--	--	N	N
SUNY Coll of Technology-Delhi	NY	Public 2-year college	N	--	--	N	--
SUNY Coll of Technology-Farmngdale	NY	Public 4-year college	N	P	P	--	P
SUNY College of Env Sci & Forestry	NY	Public 4-year college	N	--	--	--	--
SUNY College of Optometry	NY	Public 4-year college	--	--	--	P	--

Institution	State	Institutional Type	Participated in				
			2001	1998	1995	1992	1989
SUNY College-Brockport	NY	Public 4-year college	N	N	N	N	P*
SUNY College-Buffalo	NY	Public 4-year college	N	--	--	--	--
SUNY College-Cortland	NY	Public 4-year college	N	N	--	N	--
SUNY College-Fredonia	NY	Public 4-year college	N	--	--	N	--
SUNY College-Geneseo	NY	Public 4-year college	N	N	N	N	P*
SUNY College-New Paltz	NY	Public 4-year college	P	--	P	N	--
SUNY College-Old Westbury	NY	Public 4-year college	P	N	--	N	--
SUNY College-Oneonta	NY	Public 4-year college	N	--	--	N	--
SUNY College-Oswego	NY	Public 4-year college	P	--	--	P	N
SUNY College-Plattsburgh	NY	Public 4-year college	N	--	--	--	--
SUNY College-Potsdam	NY	Public 4-year college	N	N	N	N	N*
SUNY College-Purchase	NY	Public 4-year college	N	--	--	N	--
SUNY Health Science Ctr-Downstate	NY	Public 4-year college	P	--	--	--	--
SUNY Health Science Ctr-Syracuse	NY	Public university	P	N	--	--	--
SUNY Inst of Technology-Utica-Rome	NY	Public 4-year college	P	--	--	--	--
SUNY-Albany	NY	Public university	N	--	--	P	--
SUNY-Binghamton	NY	Public university	N	N	--	P	N
SUNY-Buffalo	NY	Public university	N	N*	N	P	P
SUNY-HSC Syracuse	NY	Nonsectarian 4-year college	--	--	N	P	--
SUNY-Stony Brook	NY	Public university	N	--	--	N	--
Susquehanna University	PA	Other Religious 4-year college	--	--	N	--	--
Swarthmore College	PA	Nonsectarian 4-year college	--	--	--	--	N
Sweet Briar College	VA	Nonsectarian 4-year college	N	N	N	--	--
Syracuse University	NY	Private university	N	--	N	--	--

Tabor College	KS	Other Religious 4-year college	--	N	N	--	--
Tacoma Cmty College	WA	Public 2-year college	--	--	--	--	N
Talladega College	AL	Nonsectarian 4-year college	--	--	--	--	N
Tallahassee Cmty College	FL	Public 2-year college	--	P	--	--	--
Tarleton State University	TX	Public 4-year college	--	--	--	N	--
Taylor University	IN	Nonsectarian 4-year college	N	N	N	N	N
Teikyo Post University	CT	Nonsectarian 4-year college	N	--	--	--	--
Texas A&M U-Commerce	TX	Public 4-year college	N	N	N	N	N
Texas A&M University-Kingsville	TX	Public 4-year college	--	N	--	--	--
Texas Christian University	TX	Private university	--	N*	--	--	--
Texas Lutheran University	TX	Other Religious 4-year college	--	N	--	--	N
Texas Tech University	TX	Public university	--	--	--	N	--
Texas Wesleyan University	TX	Other Religious 4-year college	--	--	N	--	P*
Texas Woman's University	TX	Public university	--	--	N	--	N
The Evergreen State College	WA	Public 4-year college	--	P	--	P	N*
Thiel College	PA	Other Religious 4-year college	N	--	--	--	--
Thomas More College	KY	Catholic 4-year college	--	--	--	N	N*
Tiffin University	OH	Nonsectarian 4-year college	--	P	--	--	--
Tompkins Cortland Cmty College	NY	Public 2-year college	N	N	N	N	--
Touro College	NY	Nonsectarian 4-year college	N	--	--	--	--
Towson University	MD	Public 4-year college	--	N*	--	--	N*
Treasure Valley Cmty College	OR	Public 2-year college	--	--	N	--	--

Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
Trinity Christian College	IL	Nonsectarian 4-year college	N	N	N	--	--
Trinity College	DC	Catholic 4-year college	N	P	N	--	--
Trinity College of Vermont	VT	Catholic 4-year college	--	--	N	--	N
Trinity International University	IL	Other Religious 4-year college	--	N	N	--	--
Troy State U in Montgomery	AL	Public 4-year college	N	--	--	--	--
Truett McConnell College	GA	Private 2-year college	--	N	--	--	--
Truman State University	MO	Public 4-year college	N	N	N	N	N
Tufts University	MA	Private university	N*	--	--	--	--
Tulane University	LA	Private university	P*	--	--	--	--
Tunxis Cmty College	CT	Public 2-year college	--	--	--	--	N
Tusculum College	TN	Nonsectarian 4-year college	--	--	--	--	N
Tuskegee University	AL	Nonsectarian 4-year college	--	P*	N	--	N
U of Akron	OH	Public university	--	--	--	--	N
U of Alabama	AL	Public university	N	--	--	--	--
U of Alabama-Birmingham	AL	Public university	--	--	N	--	--
U of Alabama-Huntsville	AL	Public university	--	--	N	--	P*
U of Arizona	AZ	Public university	N	N	P*	--	N
U of Arkansas-Fayetteville	AR	Public university	--	--	--	N	--
U of Arkansas-Little Rock	AR	Public 4-year college	P	--	N	--	--
U of Arkansas-Pine Bluff	AR	Public 4-year college	--	N*	--	--	--
U of Bridgeport	CT	Nonsectarian 4-year college	--	--	--	--	N*
U of California-Berkeley	CA	Public university	--	--	N*	--	P*
U of California-Davis	CA	Public university	--	--	N	--	N
U of California-Irvine	CA	Public university	--	--	--	--	P*
U of California-Los Angeles	CA	Public university	P*	N	P	--	N
U of California-Riverside	CA	Public university	--	--	--	--	N
U of California-Santa Cruz	CA	Public university	--	--	--	--	P*
U of Central Arkansas	AR	Public 4-year college	--	N	--	--	--
U of Charleston	WV	Nonsectarian 4-year college	--	N	N	N	--
U of Chicago	IL	Private university	P*	--	P*	--	--
U of Colorado-Colorado Springs	CO	Public university	N	N	N	--	--
U of Connecticut	CT	Public university	--	N	--	--	--
U of Connecticut-Waterbury	CT	Public 2-year college	--	--	--	--	P
U of Dayton	OH	Catholic 4-year college	--	--	N	--	--
U of Delaware	DE	Public university	--	--	--	N	P*
U of Detroit Mercy	MI	Catholic 4-year college	--	--	N	--	--
U of Evansville	IN	Other Religious 4-year college	--	--	N	--	--
U of Findlay	OH	Other Religious 4-year college	--	--	--	N	N*
U of Florida	FL	Public university	N*	--	--	--	--
U of Guam	GU	Public 4-year college	N	--	--	--	N
U of Hartford	CT	Nonsectarian 4-year college	--	--	--	--	P*
U of Hawaii-Hilo	HI	Public 4-year college	N	--	--	--	--
U of Hawaii-Manoa	HI	Public university	--	--	--	--	N
U of Idaho	ID	Public university	N	N	--	--	N
U of Illinois-Chicago	IL	Public 4-year college	--	--	--	P	N
U of Illinois-Urbana-Champaign	IL	Public university	P	--	--	--	--

Institution	State	Institutional Type	Participated in 2001	1998	1995	1992	1989
U of Indianapolis	IN	Other Religious 4-year college	--	N	--	--	N
U of La Verne	CA	Nonsectarian 4-year college	--	--	--	N	--
U of Louisville	KY	Public university	--	N*	--	--	P*
U of Maine-Farmington	ME	Public 4-year college	--	--	N	N	--
U of Maine-Fort Kent	ME	Public 4-year college	--	--	--	N	--
U of Maine-Presque Isle	ME	Public 4-year college	--	N	--	--	--
U of Mary	ND	Catholic 4-year college	--	--	--	--	N
U of Maryland College Park	MD	Public university	--	--	N*	N	--
U of Maryland Eastern Shore	MD	Public 4-year college	--	--	--	N	--
U of Massachusetts-Amherst	MA	Public university	--	N	--	--	N
U of Massachusetts-Boston	MA	Public university	--	--	--	--	N
U of Miami	FL	Private university	N*	--	N*	--	P*
U of Michigan	MI	Public university	P*	--	P*	--	--
U of Michigan-Dearborn	MI	Public 4-year college	N	--	--	N	P
U of Minnesota-Crookston	MN	Public 2-year college	--	N	--	--	--
U of Minnesota-Duluth	MN	Public university	--	--	--	--	P
U of Minnesota-Twin Cities	MN	Public university	--	--	P*	--	--
U of Mississippi	MS	Public university	--	--	--	--	N
U of Missouri-Columbia	MO	Public university	--	N*	N	--	--
U of Missouri-Kansas City	MO	Public university	--	N	--	--	--
U of Missouri-Rolla	MO	Public 4-year college	N	N	--	--	--
U of Montana	MT	Public university	N	--	N	--	--
U of Montevallo	AL	Public 4-year college	--	N	--	N	--
U of Nebraska-Kearney	NE	Public 4-year college	N	N	--	--	--
U of Nebraska-Omaha	NE	Public 4-year college	N	--	--	--	N
U of Nevada-Las Vegas	NV	Public 4-year college	--	P	N	--	--
U of New England	ME	Catholic 4-year college	--	--	P	--	N
U of New Mexico	NM	Public university	N*	--	N	--	N
U of New Mexico Branches	NM	Public university	--	--	P	--	--
U of North Carolina-Asheville	NC	Public 4-year college	N	N	--	N	--
U of North Carolina-Chapel Hill	NC	Public university	--	N	N*	--	P*
U of North Carolina-Charlotte	NC	Public 4-year college	P	N	--	--	--
U of North Carolina-Greensboro	NC	Public 4-year college	--	--	N	--	--
U of North Carolina-Wilmington	NC	Public 4-year college	--	N	--	--	--
U of North Dakota	ND	Public university	N	--	--	N	--
U of North Florida	FL	Public 4-year college	P	--	--	--	--
U of North Texas	TX	Public university	N	--	--	--	--
U of Northern Colorado	CO	Public 4-year college	--	--	N	--	--
U of Notre Dame	IN	Private university	N	N*	N*	--	P*
U of Oregon	OR	Public university	N*	--	N	--	--
U of Pennsylvania	PA	Private university	P*	--	P*	--	--
U of Pittsburgh	PA	Public university	--	--	P*	--	--
U of Pittsburgh-Bradford	PA	Public 4-year college	--	--	N	N	--
U of Pittsburgh-Greensburg	PA	Public 4-year college	--	--	--	--	N
U of Pittsburgh-Johnstown	PA	Public 4-year college	--	N*	--	--	--
U of Portland	OR	Private university	N*	--	N	--	--
U of Puerto Rico-Rio Piedras	PR	Public university	--	--	--	P	--

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Institution	State	Institutional Type	Participated in 2001	 1998	 1995	 1992	 1989
U of Puget Sound	WA	Other Religious 4-year college	N	N	N	--	--
U of Redlands	CA	Other Religious 4-year college	N	--	--	--	P*
U of Richmond	VA	Nonsectarian 4-year college	N	N	--	N	N
U of Rio Grande	OH	Nonsectarian 4-year college	--	N	N	N	--
U of Rochester	NY	Private university	--	--	N*	--	N
U of Saint Thomas	MN	Catholic 4-year college	N	N	--	N	--
U of San Diego	CA	Private university	--	N	N	N	N*
U of San Francisco	CA	Catholic 4-year college	--	P	--	N	--
U of Science and Arts of Oklahoma	OK	Public 4-year college	N	N	--	N	--
U of Scranton	PA	Catholic 4-year college	N	N	N	N	--
U of Sioux Falls	SD	Other Religious 4-year college	--	N	N	--	--
U of South Alabama	AL	Public 4-year college	--	N	N	N	--
U of South Carolina-Columbia	SC	Public university	--	N*	--	--	--
U of South Carolina-Spartanburg	SC	Public 4-year college	--	--	--	N	N
U of South Carolina-Sumter	SC	Public 2-year college	--	--	--	--	N
U of South Carolina-Union	SC	Public 2-year college	--	--	--	--	N
U of South Dakota	SD	Public university	--	--	P	N	--
U of South Florida	FL	Public 4-year college	P	--	--	--	N
U of Southern California	CA	Private university	P*	--	P*	--	--
U of Southern Colorado	CO	Public 4-year college	--	--	--	--	N
U of Southern Indiana	IN	Public university	N	--	--	--	--
U of Southern Mississippi	MS	Public 4-year college	N	--	--	N	--
U of Tampa	FL	Nonsectarian 4-year college	--	N	--	--	P
U of Tennessee-Chattanooga	TN	Public 4-year college	--	--	N	N	--
U of Tennessee-Knoxville	TN	Public university	--	N*	--	--	N
U of Texas - Dallas	TX	Public university	--	--	--	P	--
U of Texas-Arlington	TX	Public 4-year college	--	N	--	--	--
U of Texas-Austin	TX	Public university	--	--	N*	--	--
U of Texas-El Paso	TX	Public university	P	--	N	P	--
U of Texas-Pan American	TX	Public 4-year college	--	--	P	--	--
U of Texas-San Antonio	TX	Public 4-year college	--	--	--	P	--
U of the Incarnate Word	TX	Catholic 4-year college	--	N	N	--	P
U of the Ozarks	AR	Other Religious 4-year college	--	--	N	N	--
U of the Sciences in Philadelphia	PA	Nonsectarian 4-year college	N	N	N	--	--
U of the South	TN	Other Religious 4-year college	N	N	--	N	--
U of the Virgin Islands	VI	Public 4-year college	--	--	--	P	--
U of Toledo	OH	Public university	--	--	--	--	N
U of Utah	UT	Public university	--	--	--	--	N
U of Vermont	VT	Public university	--	N*	--	--	--
U of Virginia	VA	Public university	--	N*	N*	--	--
U of Virginia College at Wise	VA	Public 4-year college	N	--	N	--	N
U of West Alabama	AL	Public 4-year college	--	--	--	--	N
U of Wisconsin Colleges	WI	Public 2-year college	N	--	--	--	N
U of Wisconsin-Madison	WI	Public university	N*	--	N*	--	--
U of Wisconsin-Milwaukee	WI	Public university	--	--	--	--	P*
U of Wisconsin-Parkside	WI	Public 4-year college	--	N	--	--	N
U of Wisconsin-River Falls	WI	Public 4-year college	--	--	N	--	--

Institution	State	Institutional Type	Participated in				
			2001	1998	1995	1992	1989
U of Wisconsin-Stevens Point	WI	Public 4-year college	--	--	--	--	N
U of Wisconsin-Stout	WI	Public 4-year college	N	--	N	--	--
Ulster County Cmty College	NY	Public 2-year college	N	--	--	N	--
Umpqua Cmty College	OR	Public 2-year college	--	N	--	--	--
Union College	NY	Nonsectarian 4-year college	N	--	N	--	--
Union University	TN	Other Religious 4-year college	--	N	--	N	--
Ursinus College	PA	Nonsectarian 4-year college	N	N	--	--	N
Ursuline College	OH	Catholic 4-year college	--	--	N	--	N
US Air Force Academy	CO	Public 4-year college	P	P*	--	--	P*
US Coast Guard Academy	CT	Public 4-year college	--	--	N	--	--
US Military Academy	NY	Public 4-year college	P	N*	N	N	--
US Naval Academy	MD	Public 4-year college	N	N	--	--	P*
Utah State University	UT	Public university	N	--	N	--	--
Utica College of Syracuse U	NY	Nonsectarian 4-year college	N	--	--	--	--
Valley City State University	ND	Public 4-year college	N	--	--	--	N
Valley Forge Military College	PA	Private 2-year college	--	N	N	--	--
Valparaiso University	IN	Other Religious 4-year college	N	--	--	--	N
Vanderbilt University	TN	Private university	N*	--	N*	--	P*
Vanguard U of Southern California	CA	Other Religious 4-year college	--	N	N	--	N
Vassar College	NY	Nonsectarian 4-year college	N	--	--	--	--
Vermont Technical College	VT	Public 2-year college	--	--	N	--	--
Villanova University	PA	Private university	--	--	--	--	P
Virginia Commonwealth University	VA	Public university	N	--	--	--	--
Virginia Polytechnic Inst and St U	VA	Public university	--	N*	N*	--	P*
Virginia State University	VA	Public 4-year college	--	--	--	--	N
Virginia Wesleyan College	VA	Other Religious 4-year college	N	--	N	N	N
Wake Forest University	NC	Private university	N	N	--	--	--
Waldorf College	IA	Private 2-year college	--	--	--	--	N
Walsh University	OH	Catholic 4-year college	--	--	--	--	N*
Warner Southern College	FL	Nonsectarian 4-year college	--	N	N	--	--
Wartburg College	IA	Other Religious 4-year college	N	--	--	--	--
Washburn University of Topeka	KS	Public 4-year college	N	--	N	--	--
Washington and Lee University	VA	Nonsectarian 4-year college	--	N	--	--	--
Washington College	MD	Nonsectarian 4-year college	--	N	--	--	N
Washington State Cmty College	OH	Public 2-year college	--	--	--	N	--
Washington State University	WA	Public university	--	--	N	--	--
Wayland Baptist University	TX	Other Religious 4-year college	N	--	N	--	--
Wayne State College	NE	Public 4-year college	N	--	N	N	--
Wayne State University	MI	Public university	N	P	--	--	--
Waynesburg College	PA	Other Religious 4-year college	--	--	N	--	N
Webb Institute	NY	Nonsectarian 4-year college	N	--	--	--	--
Weber State University	UT	Public 4-year college	--	--	--	N	--
Webster University	MO	Nonsectarian 4-year college	N	--	N	--	--
Wellesley College	MA	Nonsectarian 4-year college	--	N	--	--	--
Wells College	NY	Nonsectarian 4-year college	--	--	N	--	--

			Participated in				
Institution	State	Institutional Type	2001	1998	1995	1992	1989
Wentworth Institute of Technology	MA	Nonsectarian 4-year college	--	--	--	--	P
Wesleyan College	GA	Other Religious 4-year college	--	--	--	--	N*
Wesleyan University	CT	Nonsectarian 4-year college	--	N*	--	N	N
West Chester U of Pennsylvania	PA	Public 4-year college	--	--	P	N	N
West Liberty State College	WV	Public 4-year college	--	N	--	--	--
West Texas A & M University	TX	Public 4-year college	--	N	--	N	--
West Virginia University	WV	Public university	--	--	--	N	--
West Virginia U-Parkersburg	WV	Public 2-year college	N*	--	N	--	N
West Virginia Wesleyan College	WV	Other Religious 4-year college	--	--	--	N	--
Westchester Cmty College	NY	Public 2-year college	N	N	P	N	N
Western Baptist College	OR	Other Religious 4-year college	--	N	N	--	--
Western Carolina University	NC	Public 4-year college	--	--	--	N	N
Western Connecticut State U	CT	Public 4-year college	--	P	--	N	--
Western Kentucky University	KY	Public 4-year college	--	--	N	--	--
Western Nebraska Cmty College	NE	Public 2-year college	--	--	--	--	N
Western New England College	MA	Nonsectarian 4-year college	P	P	--	--	N
Western New Mexico University	NM	Public 4-year college	N	N	N	--	--
Western Oregon University	OR	Public 4-year college	--	--	N	--	--
Western State College of Colorado	CO	Public 4-year college	--	N	--	--	--
Westminster College	MO	Other Religious 4-year college	N	--	N	--	N
Westminster College	PA	Other Religious 4-year college	--	--	N	--	--
Westmont College	CA	Nonsectarian 4-year college	N	N	--	N	N
Westmoreland County Cmty College	PA	Public 2-year college	N	--	--	--	--
Wheaton College	MA	Nonsectarian 4-year college	N	N	N	--	N
Wheaton College	IL	Nonsectarian 4-year college	N	N	N	N	N
Wheeling Jesuit University	WV	Catholic 4-year college	N	N	N	--	P*
Whitman College	WA	Nonsectarian 4-year college	N	N	N	N	--
Whitworth College	WA	Other Religious 4-year college	N	N	N	--	--
Wilbur Wright College	IL	Public 2-year college	N	--	--	--	N
Wiley College	TX	Other Religious 4-year college	N	--	--	--	P
Willamette University	OR	Nonsectarian 4-year college	N	--	--	--	--
William Jewell College	MO	Other Religious 4-year college	--	--	N	--	N
William Paterson University	NJ	Public 4-year college	N	N	N	--	--
William Rainey Harper College	IL	Public 2-year college	N	--	P	N	N
Williams Baptist College	AR	Other Religious 4-year college	--	--	N	--	--
Williams College	MA	Nonsectarian 4-year college	--	--	--	--	N
Williston State College	ND	Public 2-year college	N	--	--	--	--
Wilmington College	OH	Other Religious 4-year college	N	--	N	N	--
Wingate University	NC	Nonsectarian 4-year college	--	--	N	--	--
Winston-Salem State University	NC	Public 4-year college	--	--	--	--	N
Winthrop University	SC	Public 4-year college	--	--	N	--	--
Wisconsin Lutheran College	WI	Other Religious 4-year college	--	--	N	--	--
Wofford College	SC	Other Religious 4-year college	--	--	--	N	N
Woodbury University	CA	Nonsectarian 4-year college	--	N	N	N	P*
Worcester Polytechnic Institute	MA	Nonsectarian 4-year college	--	N	--	N	--
Worcester State College	MA	Public 4-year college	N	P	--	--	--
WVU Institute of Technology	WV	Public 4-year college	--	--	N	N	--

			Participated in				
Institution	State	Institutional Type	2001	1998	1995	1992	1989
Xavier University	OH	Catholic 4-year college	--	N	--	--	N*
Xavier University of Louisiana	LA	Catholic 4-year college	N	N	P	--	N

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